

Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:55 PM

Conversation Contents

Response Letter to Senator Tester (NBR) Signed and Sent

Attachments:

/1. Response Letter to Senator Tester (NBR) Signed and Sent/1.1 USFWS Response Letter to Senator Tester.pdf

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Jan 19 2017 08:38:02 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>, Noreen Walsh <Noreen_Walsh@fws.gov>, Matt Hogan <Matt_Hogan@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Response Letter to Senator Tester (NBR) Signed and Sent
Attachments: USFWS Response Letter to Senator Tester.pdf

Morning-

The Service's response letter to Senator Tester on CSKT's legislative language transferring into trust the National Bison Range was signed yesterday. HQ sent me the final copy this morning which is in DTS and also attached. HQ-CLA sent the letter to Senator Tester's office electronically.

I know folks are travelling so reading the PDF may be challenging, below is the text of the letter:

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The Service, along with other Federal, State, and Tribal partners, has made significant strides in conserving bison and re-establishing herds throughout their historic range. Our collective success in the management of bison in the West has led the Service to support a transfer of the lands comprising the National Bison Range from the National Wildlife Refuge System to be held in trust for the CSKT to manage for the purpose of conserving bison, wildlife, and other natural resources. By transferring these lands, bison, and other natural resources into a trust for the benefit of the CSKT, the Service can focus our limited resources on more pressing landscape-scale conservation priorities while ensuring that the successful conservation of bison in the West continues.

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We have confidence the CSKT will maintain the high conservation standards that have been established at the National Bison Range, preserving its conservation legacy and therefore support their legislative proposal.

-Roya

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Noreen Walsh <noreen_walsh@fws.gov>

From: Noreen Walsh <noreen_walsh@fws.gov>
Sent: Thu Jan 19 2017 08:48:20 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Response Letter to Senator Tester (NBR) Signed and Sent

Thanks Roya!

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

On Jan 19, 2017, at 8:38 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

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<USFWS Response Letter to Senator Tester.pdf>



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Response Reply to:
FWS/ANRS/064865

JAN 18 2017

The Honorable Jon Tester
United States Senate
311 Hart Senate Office Building
Washington, DC 20510-2604

Dear Senator Tester:

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Sincerely,

Director

JON TESTER
MONTANA

COMMITTEES:
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BANKING
INDIAN AFFAIRS
VETERANS' AFFAIRS
HOMELAND SECURITY AND
GOVERNMENTAL AFFAIRS

United States Senate

SENATE HART BUILDING
SUITE 706
WASHINGTON, DC 20510
202-224-2644

MONTANA TOLL FREE NUMBER
1-866-554-4403

INTERNET:
<http://tester.senate.gov/contact>

January 5, 2017

The Honorable Dan Ashe
Director
U.S. Fish and Wildlife Service
1849 C Street, N.W.
Washington, D.C. 20240

Dear Director Ashe:

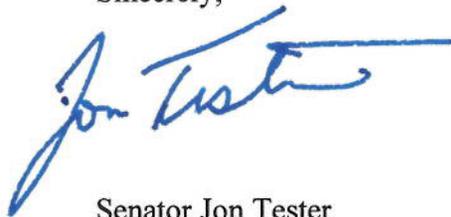
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I understand that the U.S. Fish and Wildlife Service (FWS), local stakeholders and the CSKT have been in discussions regarding a proposal that would return management authority of the National Bison Range to the CSKT. As a result, there have been numerous questions from various stakeholders throughout Montana.

Due to this public interest, CSKT held an open meeting on July 12, 2016, where they solicited public input on a draft legislative proposal that would allow tribal management of the National Bison Range. While I am a strong supporter of Tribal sovereignty and self-determination, I am still in the process of evaluating the intricacies of this issue and gathering feedback from Montanans. I firmly believe that any such proposal needs to ensure the public does not lose any access to our public lands. As part of this review, I would like to know if there are any thoughts the FWS would like to share on the proposal. It would be important to receive this information before determining what steps, if any, should be made regarding stewardship of the National Bison Range.

I look forward to your response.

Sincerely,



Senator Jon Tester

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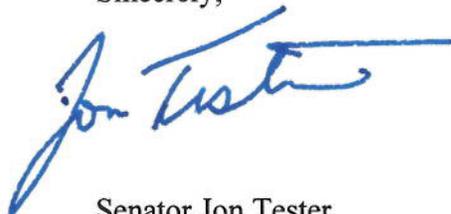
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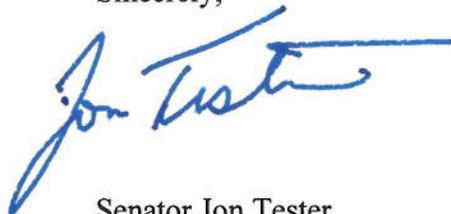
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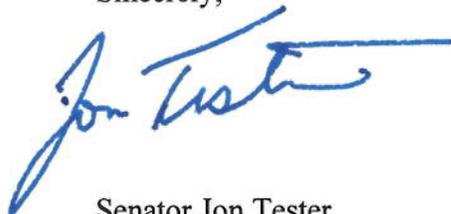
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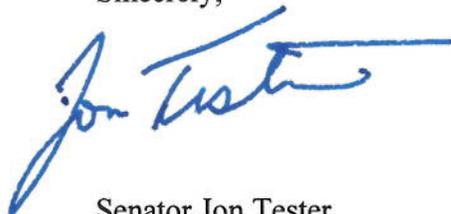
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/2. Letter from Senator Tester requesting information regarding National Bison Range/13.1 Response to Senator Tester. National Bison Range_EA_NWRS_Surnamed.docx
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"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Fri Jan 06 2017 10:56:43 GMT-0700 (MST)
To: Cynthia Martinez <Cynthia_Martinez@fws.gov>, Scott Kahan <scott_kahan@fws.gov>
A Alvarez <aeric_alvarez@fws.gov>, "Janet_bruner@fws.gov" <Janet_bruner@fws.gov>,
CC: Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Roya Mogadam <Roya_Mogadam@fws.gov>
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Angela

Angela Gustavson
Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
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FYI

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Date: Fri, Jan 6, 2017 at 10:56 AM
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Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Fri Jan 06 2017 13:24:55 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Do you want me to send to Matt/Noreen?

On Fri, Jan 6, 2017 at 11:02 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

FYI

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

From: **Gustavson, Angela** <angela_gustavson@fws.gov>

Date: Fri, Jan 6, 2017 at 10:56 AM

Subject: Letter from Senator Tester requesting information regarding National Bison Range

To: Cynthia Martinez <Cynthia_Martinez@fws.gov>, Scott Kahan <scott_kahan@fws.gov>

Cc: A Alvarez <aeric_alvarez@fws.gov>, "Janet bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Roya Mogadam <Roya_Mogadam@fws.gov>

Hi Cynthia and Scott,

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(303) 236-4572

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Fri Jan 06 2017 13:28:03 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Yes. And Will.

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Fri Jan 06 2017 13:29:39 GMT-0700 (MST)
To: Noreen Walsh <Noreen_Walsh@fws.gov>, Matt Hogan <Matt_Hogan@fws.gov>, Will Meeks <will_meeks@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Fwd: Letter from Senator Tester requesting information regarding National Bison Range
Attachments: 2017-01-17 Dir Dan Ashe_FWS_National Bison Range.pdf

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Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Tue Jan 10 2017 12:58:25 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Fwd: Letter from Senator Tester requesting information regarding National Bison Range
Attachments: 2017-01-17 Dir Dan Ashe_FWS_National Bison Range.pdf

Roya,

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Thoughts.

Will Meeks
U.S. Fish and Wildlife Service

Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Date: January 6, 2017 at 1:29:39 PM MST
To: Noreen Walsh <Noreen_Walsh@fws.gov>, Matt Hogan <Matt_Hogan@fws.gov>, Will Meeks <will_meeks@fws.gov>
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From: Will Meeks <will_meeks@fws.gov>
Sent: Wed Jan 11 2017 06:24:54 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Roya,

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Cc: Anna Munoz <anna_munoz@fws.gov>
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<mime-attachment.html>

<2017-01-17 Dir Dan Ashe_FWS_National Bison Range.pdf>

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 11:34:34 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Hi Will-

I am happy to work on drafting up text for the letter and will email the text to you for your review.

-Roya

On Wed, Jan 11, 2017 at 6:24 AM, Will Meeks <will_meeks@fws.gov> wrote:

Roya,

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<mime-attachment.html>

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"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Wed Jan 11 2017 12:13:29 GMT-0700 (MST)
To: Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>
CC: Polly Wheeler <polly_wheeler@fws.gov>, "Janet bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Roya Mogadam <Roya_Mogadam@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range
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Polly Wheeler <polly_wheeler@fws.gov>

From: Polly Wheeler <polly_wheeler@fws.gov>
Sent: Wed Jan 11 2017 13:04:44 GMT-0700 (MST)
To: "Gustavson, Angela" <angela_gustavson@fws.gov>
Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez
<aeric_alvarez@fws.gov>, Jeff Rupert
<jeff_rupert@fws.gov>, "Janet bruner@fws.gov"
CC: <Janet_bruner@fws.gov>, Hallison Putnam
<hallison_putnam@fws.gov>, Martin Kodis
<Martin_Kodis@fws.gov>, Roya Mogadam
<Roya_Mogadam@fws.gov>, Devin Helfrich
<devin_helfrich@fws.gov>
Subject: Re: Letter from Senator Tester requesting information
regarding National Bison Range

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Sent from my iPhone

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<2017-01-17 Dir Dan Ashe_FWS_National Bison Range.pdf>

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 13:15:56 GMT-0700 (MST)
To: Polly Wheeler <polly_wheeler@fws.gov>
"Gustavson, Angela" <angela_gustavson@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>, "Janet_bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
CC:
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Hey Polly!

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Polly Wheeler <polly_wheeler@fws.gov>

From: Polly Wheeler <polly_wheeler@fws.gov>
Sent: Wed Jan 11 2017 13:25:19 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>, "Gustavson, Angela" <angela_gustavson@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>, "Janet_bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
CC:
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Hi Roya. Happy new year to you! Thank you! We will look for it. Thanks.

Sent from my iPhone

On Jan 11, 2017, at 3:16 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 15:12:22 GMT-0700 (MST)
To: Polly Wheeler <polly_wheeler@fws.gov>
"Gustavson, Angela" <angela_gustavson@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>, "Janet bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
CC:
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range
Response to Senator Tester. National Bison

Attachments:

Range_EA_NWRS_Surnamed.docx

Hey Everyone-

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Martin Kodis <martin_kodis@fws.gov>

From: Martin Kodis <martin_kodis@fws.gov>
Sent: Wed Jan 11 2017 16:13:56 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Thanks DARDogadam

Sent from my iPhone

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 16:19:52 GMT-0700 (MST)
To: Martin Kodis <martin_kodis@fws.gov>
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

happy to help Chief Kodis

On Wed, Jan 11, 2017 at 4:13 PM, Martin Kodis <martin_kodis@fws.gov> wrote:
Thanks DARDogadam

Sent from my iPhone

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Sent: Thu Jan 12 2017 07:33:03 GMT-0700 (MST)
To: "Wheeler, Polly" <polly_wheeler@fws.gov>

CC: "Mogadam, Roya" <roya_mogadam@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>, "Janet_bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>

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Sent: Thu Jan 12 2017 07:38:11 GMT-0700 (MST)
To: "Gustavson, Angela" <angela_gustavson@fws.gov>
"Mogadam, Roya" <roya_mogadam@fws.gov>, Cynthia
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Subject: Re: Letter from Senator Tester requesting information
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Angela,

Even though Refuges surnamed it, could you please make the following change as identified in bold:

"The Service, along with other Federal, State, and Tribal partners, has made significant strides in conserving bison and re-establishing herds throughout their historic range. Our collective success in the management of bison in the West has led the Service to support a transfer of the lands comprising the National Bison Range from the National Wildlife Refuge System to be held in trust for the CSKT **to manage for the purpose of conserving bison, wildlife, and other natural resources**. By transferring these lands, bison, and other natural resources into a trust for the benefit of the CSKT, the Service can focus our limited resources on more pressing landscape-scale conservation priorities while ensuring that the successful conservation of bison in the West continues."

I understand that we get a little more specific in the next paragraph, but I don't think that we just want to leave it with "to be held in trust for the CSKT" You don't have to use my edit exactly, or rework it.

I have to leave but am happy to look more at this tomorrow.

Thanks
Cynthia

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If you need anything else from us let me know.

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On Wed, Jan 11, 2017 at 1:04 PM, Polly Wheeler

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Sent from my iPhone

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I'm also including Devin Helfrich on this email. He joined our office this week and is going to be the lead on National Wildlife Refuge System issues.

Angela

Angela Gustavson
Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

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Hi Cynthia and Scott,

We received the attached letter from Senator Tester regarding National Bison Range. I'll also send this to CCU but wanted to give you a heads-up so that you all can begin drafting a response letter.

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<2017-01-17 Dir Dan Ashe_FWS_National Bison Range.pdf>

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

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Mountain-Prairie Region
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(303) 236-4572

--

Polly Wheeler, PhD.
Assistant Regional Director
National Wildlife Refuge System, Pacific Southwest R8
2800 Cottage Way, Suite W2606
Sacramento, CA 95825

Office #: 916/414-6476
Cell #: 916/708-2054
Fax: 916/414-6486

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Polly Wheeler, PhD.
Assistant Regional Director
National Wildlife Refuge System, Pacific Southwest R8
2800 Cottage Way, Suite W2606
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Office #: 916/414-6476
Cell #: 916/708-2054
Fax: 916/414-6486

"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Thu Jan 12 2017 15:13:47 GMT-0700 (MST)
To: "Martinez, Cynthia" <cynthia_martinez@fws.gov>
"Wheeler, Polly" <polly_wheeler@fws.gov>, "Mogadam, Roy" <roya_mogadam@fws.gov>, A Alvarez <aeric_alvarez@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>, "Janet_bruner@fws.gov" <Janet_bruner@fws.gov>, Hallison Putnam <hallison_putnam@fws.gov>, Martin Kodis <Martin_Kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
CC:
Subject: Re: Letter from Senator Tester requesting information regarding National Bison Range

Hi Cynthia,

We'll make the edit you suggested.

Thanks,

Angela

Angela Gustavson
Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

On Thu, Jan 12, 2017 at 3:53 PM, Martinez, Cynthia <cynthia_martinez@fws.gov> wrote:
Angela,

Even though Refuges surnamed it, could you please make the following change as identified in bold:

"The Service, along with other Federal, State, and Tribal partners, has made significant strides in conserving bison and re-establishing herds throughout their historic range. Our collective success in the management of bison in the West has led the Service to support a transfer of the lands comprising the National Bison Range from the National Wildlife Refuge System to be held in trust for the CSKT **to manage for the purpose of conserving bison, wildlife, and other natural resources**. By transferring these lands, bison, and other natural resources into a trust for the benefit of the CSKT, the Service can focus our limited resources on more pressing landscape-scale conservation priorities while ensuring that the successful conservation of bison in the West continues."

I understand that we get a little more specific in the next paragraph, but I don't think that we just want to leave it with "to be held in trust for the CSKT" You don't have to use my edit exactly, or rework it.

I have to leave but am happy to look more at this tomorrow.

Thanks
Cynthia

On Thu, Jan 12, 2017 at 9:38 AM, Wheeler, Polly <polly_wheeler@fws.gov> wrote:
Will do. Thanks.

On Thu, Jan 12, 2017 at 9:33 AM, Gustavson, Angela
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Hi Polly,

Yes, Devin and I can review the letter for CLA. It would be helpful if Refuges-HQ could surname through DTS and then we'll take it from there.

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Thanks.

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If folks need anything from R6 please let me know,

-Roya

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"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Thu Jan 19 2017 07:39:50 GMT-0700 (MST)
To: "Wheeler, Polly" <polly_wheeler@fws.gov>
"Mogadam, Roya" <roya_mogadam@fws.gov>, Cynthia
Martinez <Cynthia_Martinez@fws.gov>, A Alvarez
<aeric_alvarez@fws.gov>, Jeff Rupert
<jeff_rupert@fws.gov>, "Janet_bruner@fws.gov"
CC: <Janet_bruner@fws.gov>, Hallison Putnam
<hallison_putnam@fws.gov>, Martin Kodis
<Martin_Kodis@fws.gov>, Devin Helfrich
<devin_helfrich@fws.gov>
Subject: Re: Letter from Senator Tester requesting information
regarding National Bison Range
Attachments: USFWS Response Letter to Senator Tester.pdf

Hi all,

The Service's response letter to Senator Tester on National Bison Range was signed yesterday. The final version is in DTS and also attached. We've transmitted it to Senator Tester's office as well.

Thanks for everyone's help getting this completed.

Angela

Angela Gustavson
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Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:55 PM

Conversation Contents

DTS#: 064865 - Bison Range Response

Attachments:

/3. DTS#: 064865 - Bison Range Response/1.1 Response to Senator Tester.
National Bison Range_EA_NWRS_Surnamed.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 13:10:53 GMT-0700 (MST)
To: Stephanie Potter <stephanie_potter@fws.gov>
Subject: DTS#: 064865 - Bison Range Response
Attachments: Response to Senator Tester. National Bison Range_EA_NWRS_Surnamed.docx

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

In Response Reply to:
FWS/_____/_____

The Honorable Jon Tester
311 Hart Senate Office Building
Washington, DC 20510-2604

Dear Senator Tester:

Thank you for your letter of January 5, 2017, requesting the U.S. Fish and Wildlife Service's (Service) thoughts on the Confederated Salish and Kootenai Tribes (CSKT) legislative proposal that would return management authority of the National Bison Range to the CSKT.

As you know, President Theodore Roosevelt established the National Bison Range in 1908 within the boundaries of the Flathead Indian Reservation, home of the CSKT, with the purpose of conserving bison during a time when they were on the verge of extinction. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.

The Service, along with other Federal, State, and Tribal partners, has made significant strides in conserving bison and re-establishing herds throughout their historic range. Our collective success in the management of bison in the West has led the Service to support a transfer of the lands comprising the National Bison Range from the National Wildlife Refuge System to be held in trust for the CSKT. By transferring these lands, bison, and other natural resources into a trust for the benefit of the CSKT, the Service can focus our limited resources on more pressing landscape-scale conservation priorities while ensuring that the successful conservation of bison in the West continues.

The Service supports provisions that ensure that lands comprising the National Bison Range will continue to be managed in accordance with their original conservation purpose and allow for continued public access. Both of these provisions were included in the CSKT's revised draft legislative proposal.

This potential transfer of these lands into trust is unique because the National Bison Range was established wholly within a Reservation boundary for a narrowly defined purpose: the conservation of bison. The Service considers the CSKT to be experienced land and resource managers that have a long history of successful wildlife conservation and we expect the bison conservation success story will continue if the CSKT's legislative proposal is adopted.

We have confidence the CSKT will maintain the high conservation standards that have been established at the National Bison Range, preserving its conservation legacy and therefore support their legislative proposal.

Sincerely,

Director

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:57 PM

Conversation Contents

National Bison Range News Release to be Posted

Attachments:

/3. National Bison Range News Release to be Posted/1.1 NBRNOI_NR_v5 (1).docx
/3. National Bison Range News Release to be Posted/2.1 NBR.History.Act05231908.doc

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 18 2017 08:43:18 GMT-0700 (MST)
To: "Mansheim, Robert" <robert_mansheim@fws.gov>
Subject: National Bison Range News Release to be Posted
Attachments: NBRNOI_NR_v5 (1).docx

Morning Rob-

This news release needs to go up on the Bison Range's website. Would you mind getting this to the right folks?

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

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(303) 236-4572

"Jamieson, Pat" <pat_jamieson@fws.gov>

From: "Jamieson, Pat" <pat_jamieson@fws.gov>
Sent: Tue Jan 24 2017 12:38:08 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>

CC: "King, Laura" <laura_king@fws.gov>, "King, Jeff" <jeff_king@fws.gov>, David Fitzpatrick <david_fitzpatrick@fws.gov>
Subject: Fwd: National Bison Range News Release to be Posted
Attachments: NBR.History.Act05231908.doc

Dear Roya

thanks for a copy of the news release to place on our web page. However, I can not post it as it is since there is a major error in the piece. Please Note: in the second paragraph, second sentence it states that Congress "used its power of eminent domain to establish the National Bison Range". Actually, this was the first time Congress ever appropriated funds to purchase the lands for conservation. (President Roosevelt did remove this piece from unallotted lands so it would not be selected during the homesteading in 1910). Please see attached legislation.

I request that this correction be made prior to release and publication.

thank you

Pat Jamieson

Volunteer - Public Use

NATIONAL BISON RANGE

58355 Bison Range Rd, Moiese, MT 59824

406-644-2211

Check out our new website at www.fws.gov/refuge/national_bison_range

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

From: **King, Laura** <laura_king@fws.gov>

Date: Tue, Jan 24, 2017 at 11:29 AM

Subject: Fwd: National Bison Range News Release to be Posted

To: Pat Jamieson <pat_jamieson@fws.gov>

Hi Pat,

Here is the news release announcing the publication of the NOI. Please put this on our website.

Thanks,

Laura

Laura King, Refuge Program Specialist (Acting Visitor Services Manager)

National Bison Range

U.S. Fish and Wildlife Service

Moiese, MT 59824

phone, 406-644-2211, ext. 207

fax, 406-644-2661

Wildlife encounters enrich our personal lives and form the basis of our environmental ethics

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

From: **Mansheim, Robert** <robert_mansheim@fws.gov>
Date: Wed, Jan 18, 2017 at 8:45 AM
Subject: Fwd: National Bison Range News Release to be Posted
To: "King, Laura" <laura_king@fws.gov>, "Fitzpatrick, David" <david_fitzpatrick@fws.gov>

Laura or David,
Can either of you post this press release to the Bison Range's website?

Rob Mansheim | Digital Communications Specialist
USFWS Mountain-Prairie Region External Affairs
134 Union Blvd, Lakewood, CO 80228
robert_mansheim@fws.gov
303.236.4267 | c.720.390.0160
<http://www.fws.gov/mountain-prairie>

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"King, Laura" <laura_king@fws.gov>

From: "King, Laura" <laura_king@fws.gov>
Sent: Tue Jan 24 2017 12:45:30 GMT-0700 (MST)
To: "Jamieson, Pat" <pat_jamieson@fws.gov>
Roya Mogadam <roya_mogadam@fws.gov>, "King, Jeff"
CC: <jeff_king@fws.gov>, David Fitzpatrick
<david_fitzpatrick@fws.gov>
Subject: Re: National Bison Range News Release to be Posted

Excellent point Pat. You are correct that is a serious error that should be corrected.

We'll wait for Roya's reply and guidance before posting.

Roya, just an FYI--Pat was the visitor services manager here for many years prior to her retirement; therefore, she is an expert on the history of this refuge, including it's establishment.

Thanks,

Laura

Laura King, Visitor Services Manager

National Bison Range
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Moiese, MT 59824
phone, 406-644-2211, ext. 207
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>

Sent: Tue Jan 24 2017 13:06:49 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>
Subject: Fwd: National Bison Range News Release to be Posted

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

From: **King, Laura** <laura_king@fws.gov>
Date: Tue, Jan 24, 2017 at 12:45 PM
Subject: Re: National Bison Range News Release to be Posted
To: "Jamieson, Pat" <pat_jamieson@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>, "King, Jeff" <jeff_king@fws.gov>, David Fitzpatrick <david_fitzpatrick@fws.gov>

Excellent point Pat. You are correct that is a serious error that should be corrected.

We'll wait for Roya's reply and guidance before posting.

Roya, just an FYI--Pat was the visitor services manager here for many years prior to her retirement; therefore, she is an expert on the history of this refuge, including it's establishment.

Thanks,

Laura

Laura King, Visitor Services Manager
National Bison Range
U.S. Fish and Wildlife Service
Moiese, MT 59824
phone, 406-644-2211, ext. 207
fax, 406-644-2661

Wildlife encounters enrich our personal lives and form the basis of our environmental ethics

Visit our website at http://www.fws.gov/refuge/national_bison_range/
AND check out the [National Bison Range on Facebook!!](#)

On Tue, Jan 24, 2017 at 12:38 PM, Jamieson, Pat <pat_jamieson@fws.gov> wrote:
Dear Roya

thanks for a copy of the news release to place on our web page. However, I can not post it as it is since there is a major error in the piece. Please Note: in the second paragraph, second sentence it states that Congress "used its power of eminent domain to establish the National Bison Range". Actually, this was the first time Congress ever appropriated funds to purchase the lands for conservation. (President Roosevelt did

remove this piece from unallotted lands so it would not be selected during the homesteading in 1910). Please see attached legislation.

I request that this correction be made prior to release and publication.

thank you

Pat Jamieson

Volunteer - Public Use

NATIONAL BISON RANGE

58355 Bison Range Rd, Moiese, MT 59824

406-644-2211

Check out our new website at www.fws.gov/refuge/national_bison_range

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

From: **King, Laura** <laura_king@fws.gov>

Date: Tue, Jan 24, 2017 at 11:29 AM

Subject: Fwd: National Bison Range News Release to be Posted

To: Pat Jamieson <pat_jamieson@fws.gov>

Hi Pat,

Here is the news release announcing the publication of the NOI. Please put this on our website.

Thanks,

Laura

Laura King, Refuge Program Specialist (Acting Visitor Services Manager)

National Bison Range

U.S. Fish and Wildlife Service

Moiese, MT 59824

phone, 406-644-2211, ext. 207

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

From: **Mansheim, Robert** <robert_mansheim@fws.gov>

Date: Wed, Jan 18, 2017 at 8:45 AM

Subject: Fwd: National Bison Range News Release to be Posted

To: "King, Laura" <laura_king@fws.gov>, "Fitzpatrick, David"

<david_fitzpatrick@fws.gov>

Laura or David,
Can either of you post this press release to the Bison Range's website?

Rob Mansheim | Digital Communications Specialist

USFWS Mountain-Prairie Region External Affairs

134 Union Blvd, Lakewood, CO 80228

robert_mansheim@fws.gov

303.236.4267 | c.720.390.0160

<http://www.fws.gov/mountain-prairie>

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>

Date: Wed, Jan 18, 2017 at 8:43 AM

Subject: National Bison Range News Release to be Posted

To: "Mansheim, Robert" <robert_mansheim@fws.gov>

Morning Rob-

This news release needs to go up on the Bison Range's website. Would you mind getting this to the right folks?

-Roya

--

Roya Mogadam

Deputy Assistant Regional Director, External Affairs

Mountain-Prairie Region

U.S. Fish and Wildlife Service

134 Union Boulevard

Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

--

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(303) 236-4572

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January 18, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

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Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

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The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before February, 16, 2017. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

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***An Act making appropriations for the
Department of Agriculture
for the fiscal year ending June 30th, 1909
(35 Stat. L., 251, 262, 267)***

"National Bison Range: The President is hereby directed to reserve and except from the unallotted lands now embraced within the Flathead Indian Reservation, in the State of Montana, not to exceed twelve thousand eight hundred acres of said lands, near the confluence of the Pend d'Oreille and Jocko rivers, for a permanent national bison range for the herd of bison to be presented by the American Bison Society. And there is hereby appropriated the sum of thirty thousand dollars, or so much thereof as may be necessary, to enable the Secretary of the Interior to pay the confederated tribes of the Flathead, Kootenai, and Upper Pend d'Oreille, and such other Indians and persons holding tribal relations or may rightfully belong on said Flathead Indian Reservation, the appraised value of said lands as shall be fixed and determined under the provisions of the Act of Congress approved April twenty-third, nineteen hundred and four, entitled "An Act for the survey and allotment of lands now embraced within the limits of the Flathead Indian Reservation, in the State of Montana, and the sale and disposal of all surplus lands after allotment." And the Secretary of Agriculture is hereby authorized and directed to inclose [*sic*] said lands with a

good and substantial fence and to erect thereon the necessary sheds and buildings for the proper care and maintenance of the bison; and there is hereby appropriated therefore the sum of ten thousand dollars or so much thereof as may be necessary; in all, forth thousand dollars." [Enacted: May 23, 1908]¹

¹ See also: 35 Stat. L., 1039, 1051 (03/04/1909) enlarging the authorized National Bison Range area to twenty thousand acres and 36 Stat. L., 202, 215 (02/02/1910).

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:57 PM

Conversation Contents

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Jan 17 2017 09:32:46 GMT-0700 (MST)
To: undisclosed-recipients;;
Anna Munoz <anna_munoz@fws.gov>, dayna_swanson@tester.senate.gov, erik_nylund@tester.senate.gov, liz_dellwo@daines.senate.gov,
BCC: charles_robison@daines.senate.gov, alex.sterhan@mail.house.gov, Angela Gustavson <Angela_Gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
Subject: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Good Morning-

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For more information please see the embargoed press release below. This press release will be embargoed until **8:00am MT/10:00am ET Wednesday, January 18, 2017.**

If you have any questions please let me know.
-Roya

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Roya Mogadam
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Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

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–FWS–

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Jan 17 2017 09:33:45 GMT-0700 (MST)
Will Meeks <will_meeks@fws.gov>, "Salem, Brian" <brian_salem@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Martin Kodis <martin_kodis@fws.gov>, Angela Gustavson <Angela_Gustavson@fws.gov>, "Helfrich, Devin" <devin.helfrich@mail.house.gov>, Gavin Shire <gavin_shire@fws.gov>, Vanessa Kauffman <Vanessa_Kauffman@fws.gov>
To:
Subject: Fwd: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Morning Everyone-

Congressional outreach just went out for the NBR CCP announcement. Tomorrow will be the media outreach and I will schedule it to go out at 8:00am MT tomorrow.

-Roya

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>

Date: Tue, Jan 17, 2017 at 9:32 AM

Subject: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

To:

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–FWS–

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Roya Mogadam
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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
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Will Meeks <will_meeks@fws.gov>, "Salem, Brian" <brian_salem@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Martin Kodis <martin_kodis@fws.gov>, Angela Gustavson <Angela_Gustavson@fws.gov>, Gavin Shire <gavin_shire@fws.gov>, Vanessa Kauffman <Vanessa_Kauffman@fws.gov>, Devin Helfrich <devin_helfrich@fws.gov>
To:
Subject: Re: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Looping in the right email for Devin (so glad we stole you from the Hill!)

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The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before February, 16, 2017. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

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For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie) (<https://www.facebook.com/USFWSMountainPrairie>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie) (<https://twitter.com/USFWSMtnPrairie>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtnpairie/) (<https://www.flickr.com/photos/usfwsmtnpairie/>).

–FWS–

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

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(303) 236-4572

Devin Helfrich <devin_helfrich@fws.gov>

From: Devin Helfrich <devin_helfrich@fws.gov>
Sent: Mon Jan 23 2017 14:07:43 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: RE: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Thanks Roya!

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Tuesday, January 17, 2017 11:37 AM
To: Will Meeks; Salem, Brian; Anna Munoz; Martin Kodis; Angela Gustavson; Gavin Shire; Vanessa

Kauffman; Devin Helfrich

Subject: Re: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Looping in the right email for Devin (so glad we stole you from the Hill!)

On Tue, Jan 17, 2017 at 9:33 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:
Morning Everyone-

Congressional outreach just went out for the NBR CCP announcement. Tomorrow will be the media outreach and I will schedule it to go out at 8:00am MT tomorrow.

-Roya

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>

Date: Tue, Jan 17, 2017 at 9:32 AM

Subject: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

To:

Good Morning-

Tomorrow, the U.S. Fish and Wildlife Service will publish in the Federal Register, a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) for the National Bison Range in Moiese, Montana. The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

Based on public input received over the years, the Service believes the CCP will examine a range of management alternatives that will likely include, at a minimum: current management, transfer of the National Bison Range from the National Wildlife Refuge System to be held in trust for the Confederated Salish & Kootenai Tribes (CSKT), and negotiation of an Annual Funding Agreement with CSKT.

For more information please see the embargoed press release below. This press release will be embargoed until **8:00am MT/10:00am ET Wednesday, January 18, 2017.**

If you have any questions please let me know.

-Roya

--

Roya Mogadam

Deputy Assistant Regional Director, External Affairs

Mountain-Prairie Region

U.S. Fish and Wildlife Service

134 Union Boulevard

Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in

bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

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–FWS–

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
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Mountain-Prairie Region
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Roya_Mogadam@fws.gov
(303) 236-4572

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:57 PM

Conversation Contents

FYI: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Wed Jan 18 2017 12:38:53 GMT-0700 (MST)
To: Angela Gustavson <angela_gustavson@fws.gov>
BCC: Roya_Mogadam@fws.gov
Subject: FYI: U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

Congressional colleagues:

The U.S. Fish and Wildlife Service will publish in the Federal Register, a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) for the National Bison Range in Moiese, Montana. The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years. For more information, please see the news release below.

Please let me know if you have any questions.

Angela

Angela Gustavson
Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

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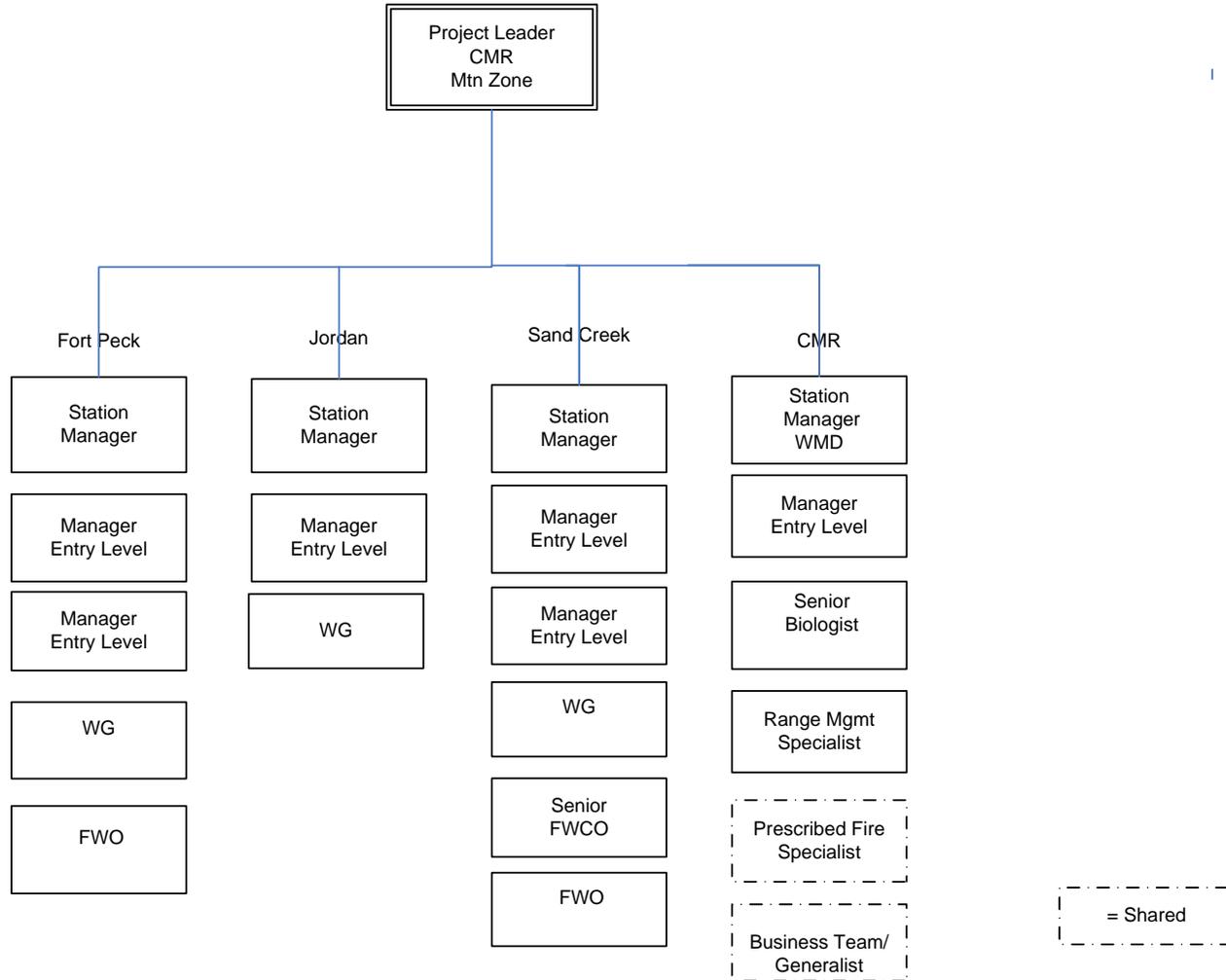
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–FWS–



U.S. Fish and Wildlife Service 6 Region National Wildlife Refuge System

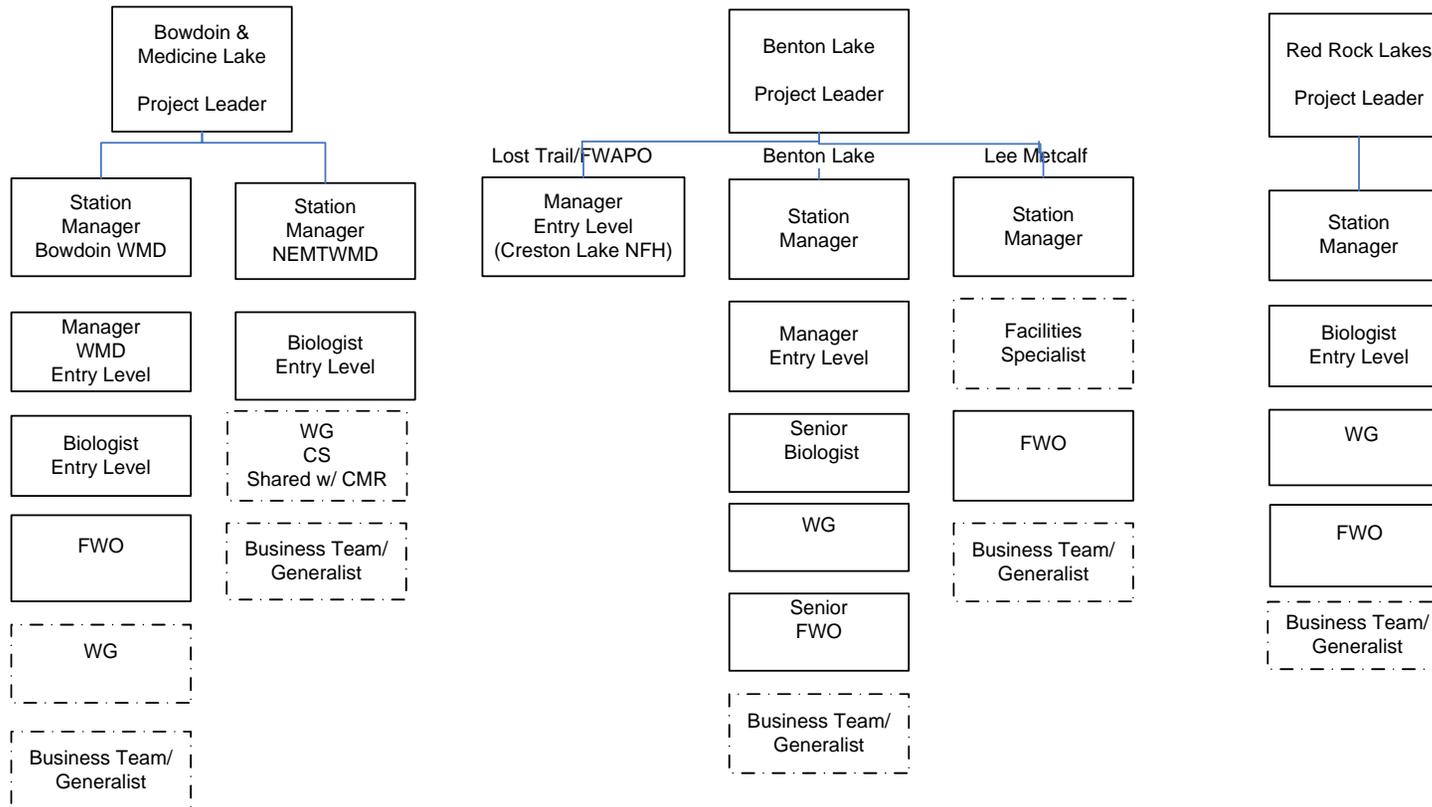
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U.S. Fish and Wildlife Service 6 Region National Wildlife Refuge System

MONTANA
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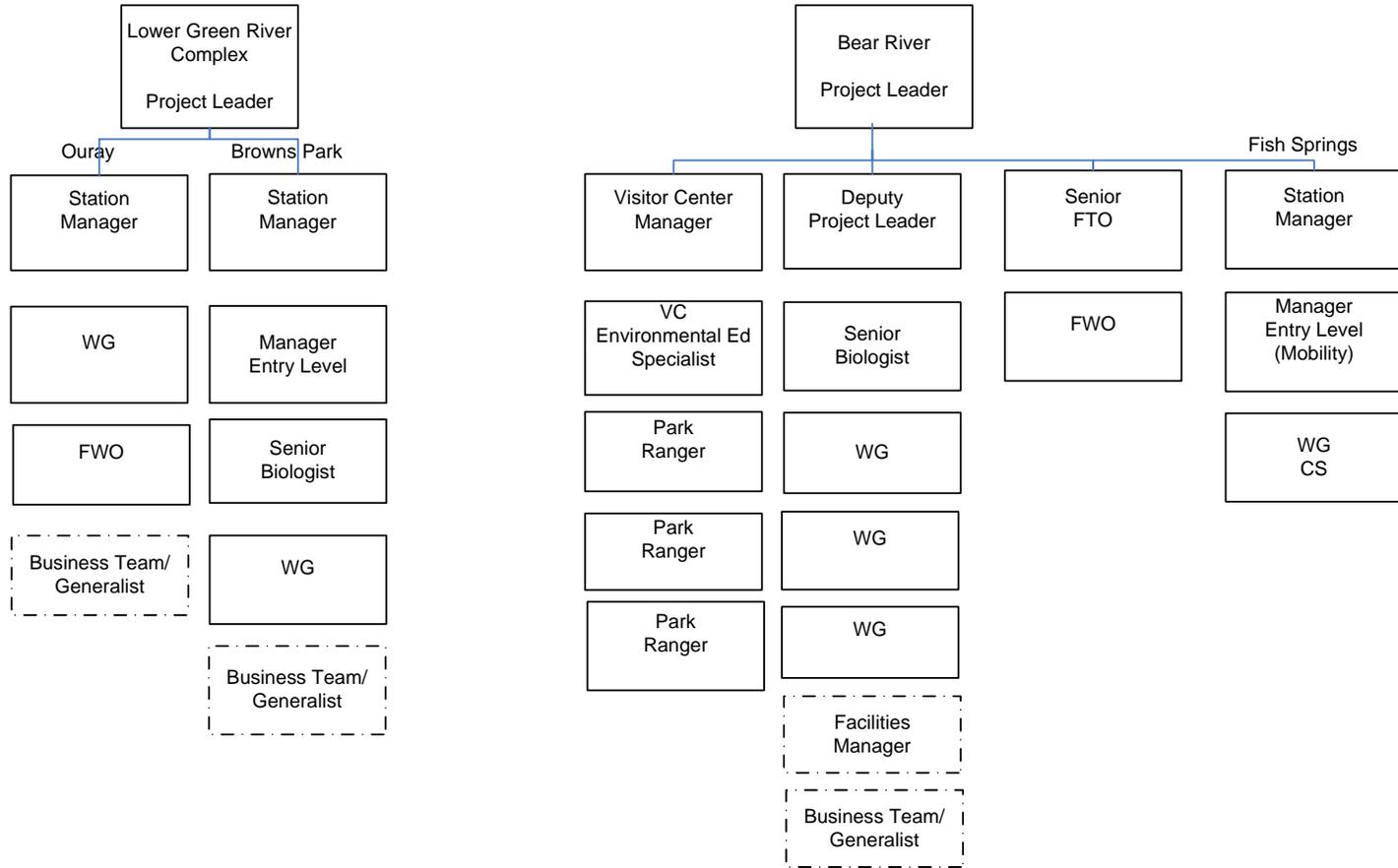


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U.S. Fish and Wildlife Service 6 Region National Wildlife Refuge System

UTAH
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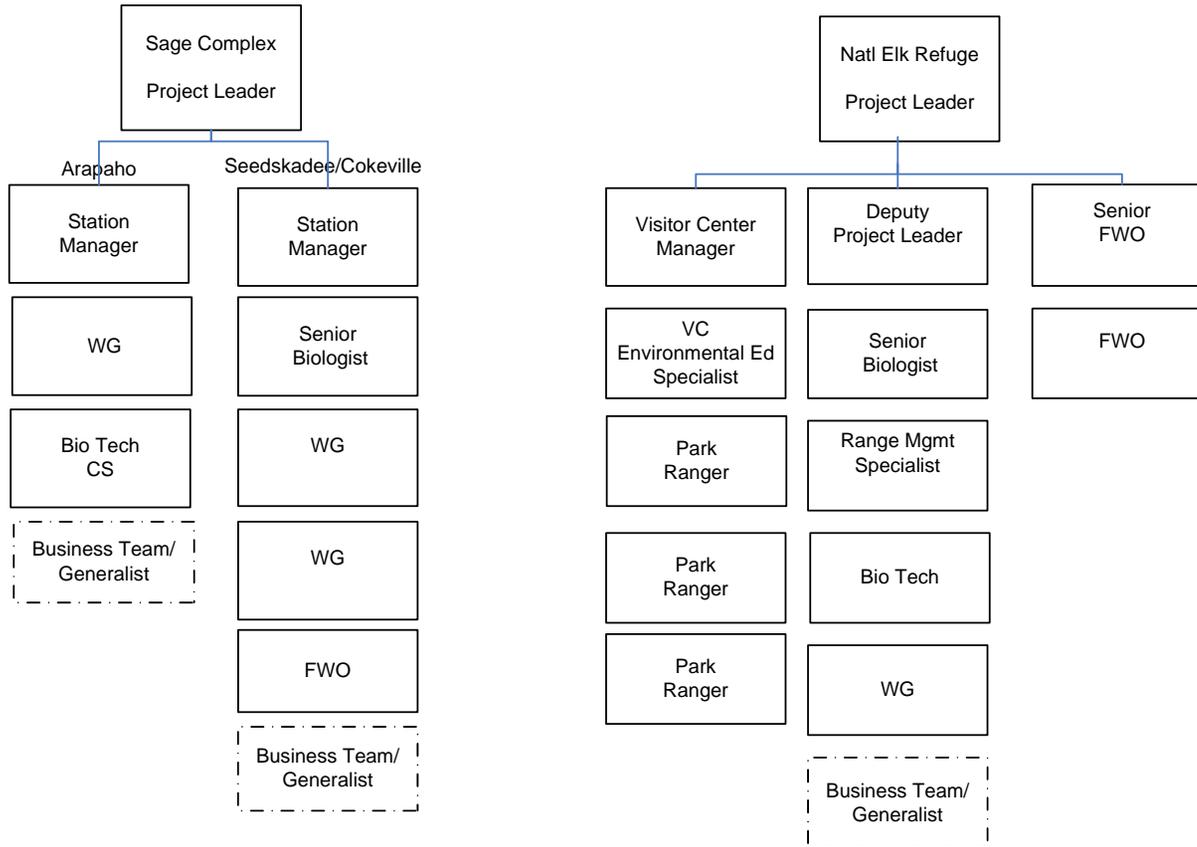


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U.S. Fish and Wildlife Service 6 Region National Wildlife Refuge System

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United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

APR 08 2016

The Honorable Jon Tester
United States Senate
Washington, DC 20510

Dear Senator Tester:

In accordance with your request to the Department of the Interior of March 3, 2016, the Department has prepared the enclosed draft bill, "To transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the Confederated Salish and Kootenai Tribes."

This draft has been prepared as a service to you. It has not been reviewed within the Department or cleared by the Office of Management and Budget. We can, therefore, make no commitment at this time concerning the position of the Department on this matter.

Sincerely,

Christopher P. Salotti
Legislative Counsel
Office of Congressional and
Legislative Affairs

Enclosure

A BILL

To transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the Confederated Salish and Kootenai Tribes.

SECTION 1. SHORT TITLE.

This Act may be cited as the “National Bison Range Transfer Act of 2016.”

SEC. 2. FINDINGS.

The Congress finds and declares that –

(a) Native American tribes, including those of the Flathead Indian Reservation, have for centuries recognized bison as significant to their history, culture, religion, and ways of life;

(b) the lands comprising the National Bison Range unit of the National Wildlife Refuge System were purchased from a portion of the Flathead Indian Reservation under authority of the Act of May 23, 1908, 35 Stat. 267, as amended, for the explicit purpose of conserving and managing bison, a critically imperiled species at the time of establishment of the National Bison Range;

(c) the Confederated Salish and Kootenai Tribes of the Flathead Reservation have played a substantive role as conservation leaders, often in partnership with the National Bison Range;

(d) the Tribes have demonstrated a long term commitment to responsible management of the lands and resources surrounding the National Bison Range and desire to carry out the purposes for which the Range was established by Congress;

(e) bison are no longer critically imperiled, as they were at the time the National Bison Range was established; and

(f) the facts and history regarding the federal government, the Tribes, the subject bison and lands, are exceptional circumstances that warrant action by Congress.

SEC. 3. DEFINITIONS.

In this Act:

(1) The term “National Bison Range” means all lands comprising the unit of the National Wildlife Refuge System which were reserved and excepted from the unallotted lands within the Flathead Indian Reservation under the provisions of the Act of May 23, 1908, 35 Stat. 267, as amended 16 U.S.C. § 671.

(2) The term “Secretary” means the Secretary of the Department of the Interior.

(3) The term “Tribes” means the Confederated Salish and Kootenai Tribes of the Flathead Reservation in the State of Montana.

SEC. 4. TRANSFER OF THE NATIONAL BISON RANGE.

(a) **TRANSFER OF LAND TO BE HELD IN TRUST.**—No later than 90 after enactment of this Act, all lands comprising the National Bison Range shall be transferred by the Secretary to be held in trust for the benefit of the Tribes and shall be part of the Flathead Indian Reservation.

(b) **TRANSFER OF OTHER PROPERTY.**—

(1) The United States' interests in and ownership of, all buildings, structures, improvements and appurtenances located on the lands transferred pursuant to section (a) shall be transferred to the Tribes to own in fee.

(2) The Secretary shall relinquish to the Tribes any and all interests of the United States in the herd of bison located upon the transferred lands and may transfer such personal property at the site as appropriate.

(c) **MANAGEMENT.**—The Tribes shall—

(1) manage the lands and property transferred in this Act solely for the care and maintenance of the herd of bison transferred in subsection (b), in accordance with the purposes of the Act of May 23, 1908, as amended, and to conserve the natural resources of such lands; and

(2) provide for public visitation and education opportunities on the lands and other property transferred under this Act.

(d) **NO LIABILITY.**— No claims may be brought pursuant to 28 U.S.C. § 1491, 28 U.S.C. § 1505, or 5 U.S.C. §§ 701-708 *et seq.*, against the United States, its agencies, its officials, or its employees concerning the pre-transfer or post-transfer management of the lands and other property transferred under subsections (a) and (b).

(e) **SAVINGS CLAUSE.**—Nothing in this section shall be—

(1) construed to have any application to a location other than the National Bison Range, or

(2) cited as precedent for management of any other area within the National Wildlife Refuge System.

SEC. 5. EFFECTIVE DATE.

The requirements of this Act shall take effect 90 days after enactment



United States Department of the Interior

OFFICE OF THE SECRETARY

Washington, DC 20240

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United States Senate
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(1) manage the lands and property transferred in this Act solely for the care and maintenance of the herd of bison transferred in subsection (b), in accordance with the purposes of the Act of May 23, 1908, as amended, and to conserve the natural resources of such lands; and

(2) provide for public visitation and education opportunities on the lands and other property transferred under this Act.

(d) **NO LIABILITY.**— No claims may be brought pursuant to 28 U.S.C. § 1491, 28 U.S.C. § 1505, or 5 U.S.C. §§ 701-708 *et seq.*, against the United States, its agencies, its officials, or its employees concerning the pre-transfer or post-transfer management of the lands and other property transferred under subsections (a) and (b).

(e) **SAVINGS CLAUSE.**—Nothing in this section shall be—

(1) construed to have any application to a location other than the National Bison Range, or

(2) cited as precedent for management of any other area within the National Wildlife Refuge System.

SEC. 5. EFFECTIVE DATE.

The requirements of this Act shall take effect 90 days after enactment

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:57 PM

Conversation Contents

Final NBR News Release

Attachments:

- /6. Final NBR News Release/1.1 NBRNOI_NR_v4 (3).docx
- /6. Final NBR News Release/3.1 NBRNOI_NR_v5.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Jan 17 2017 08:27:24 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Final NBR News Release
Attachments: NBRNOI_NR_v4 (3).docx

Morning Will-

Attached is the final news release (with dates) that will go out to congressional offices, tribes, etc. today. This will go out to the press tomorrow.

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

[Roya Mogadam@fws.gov](mailto:roya_mogadam@fws.gov)
(303) 236-4572

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Tue Jan 17 2017 15:30:08 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Final NBR News Release

Thanks Roya.

Did you see the typo right behind "(EIS)?"

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Jan 17, 2017, at 8:28 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

Morning Will-

Attached is the final news release (with dates) that will go out to congressional offices, tribes, etc. today. This will go out to the press tomorrow.

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

<NBRNOI_NR_v4 (3).docx>

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 18 2017 08:10:53 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>
Subject: Re: Final NBR News Release
Attachments: NBRNOI_NR_v5.docx

Yep :) I caught it. Sorry about that. Here is the one that went out to folks

On Tue, Jan 17, 2017 at 3:30 PM, Will Meeks <will_meeks@fws.gov> wrote:
| Thanks Roya.

| Did you see the typo right behind "(EIS)?"

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

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Roya_Mogadam@fws.gov
(303) 236-4572

<NBRNOI_NR_v4 (3).docx>

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
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Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January 18, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS).f The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before February, 16, 2017. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).

News Release



U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228

For Immediate Release

January 18, 2017

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Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

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For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).

PRE-DECISIONAL DRAFT

A BILL

To transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the Confederated Salish and Kootenai Tribes.

SECTION 1. -SHORT TITLE.

This Act may be cited as the “National Bison Range Transfer Act of 2016.”

~~SECTION 2. FINDINGS:~~

~~The Congress finds and declares that—~~

~~(a) Native American tribes, including those of the Flathead Indian Reservation, have for centuries recognized bison as significant to their history, culture, religion, and ways of life;~~

~~(b) the lands comprising the National Bison Range unit of the National Wildlife Refuge System were purchased from a portion of the Flathead Indian Reservation under authority of the Act of May 23, 1908, 35 Stat. 267, as amended, for the explicit purpose of conserving and managing bison, a critically imperiled species at the time of establishment of the National Bison Range;~~

~~(c) the Confederated Salish and Kootenai Tribes of the Flathead Reservation (Tribes) have played a substantive role as conservation leaders, often in partnership with the National Bison Range;~~

~~(d) the Tribes have demonstrated a long term commitment to responsible management of the lands and resources surrounding the National Bison Range and desire to carry out the purposes for which the Range was established by Congress;~~

~~(e) bison are no longer critically imperiled, as they were at the time the National Bison Range was established; and~~

~~(f) the facts and history regarding the federal government, the Tribes, the subject bison and lands, are exceptional circumstances that warrant action by Congress.~~

Comment [DM1]: This text has no legally binding effect. Suggest to that this information be included in supporting material, i.e. report language.

SEC.2. DEFINITIONS.

In this Act:

(1) The term “National Bison Range” means all lands comprising the unit of the National Wildlife Refuge System which were reserved and excepted from the unallotted lands within the Flathead Indian Reservation under the provisions of the Act of May 23, 1908, 35 Stat. 267, as amended 16 U.S.C. § 671.

(2) The term “Secretary” means the Secretary of the Department of the Interior.

(3) The term “Tribes” means the Confederated Salish and Kootenai Tribes of the Flathead Reservation in the State of Montana.

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PRE-DECISIONAL DRAFT

~~SECTION~~ **SEC. 23. TRANSFER OF THE NATIONAL BISON RANGE UNIT OF THE NATIONAL WILDLIFE REFUGE SYSTEM.**

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(a) TRANSFER OF LAND TO BE HELD IN TRUST. ~~Effective 90 days after enactment of this section, a~~ All lands comprising the National Bison Range unit of the National Wildlife Refuge System, which were reserved and excepted from the unallotted lands within the Flathead Indian Reservation under the provisions of the Act of May 23, 1908, 35 Stat. 267, as amended, 16 U.S.C. § 671, shall be transferred from the Refuge System by the Secretary of the Interior to be held in trust for the benefit of the Tribes and shall be part of the Flathead Indian Reservation.

(b) TRANSFER OF OTHER PROPERTY. ~~Effective 90 days after enactment of this section,~~

(1) The United States' interests in and ownership of, all buildings, structures, improvements and appurtenances located on the lands transferred pursuant to section (a) shall be transferred to the Tribes to own in fee. In addition,

(2) The Secretary shall relinquish to the Tribes any and all interests of the United States in the herd of bison located upon the transferred lands and may transfer such personal property at the site that she determines is appropriate.

(c) MANAGEMENT. The Tribes shall

(1) manage the lands transferred in subsection (a) solely for the care and maintenance of the herd of bison transferred in subsection (b), in accordance with the purposes of the Act of May 23, 1908, as amended, and to conserve the natural resources of such lands; and

(2) manage the property, including the herd of bison, transferred in subsection (b) in a manner that is consistent with the management directives in subparagraph (1) of this subsection; and

(3) provide for public visitation and education opportunities on the lands and other property transferred under this section Act.

(d) NO LIABILITY.

(1) No claims may be brought against the United States, its agencies, or its employees concerning the pre-transfer or post-transfer management of the lands and other property transferred under this section subsections (a) and (b). Furthermore,

(2) Nothing in this section Act establishes a substantive right or a cause of action by the Tribes against the United States that would be cognizable in the United States Court of Federal Claims pursuant to 28 U.S.C. § 1491 or 28 U.S.C. § 1505.

(e) SAVINGS CLAUSE. Nothing in this section shall be

(1) construed to have any application to a location other than the National Bison Range, or

(2) nor shall anything in this section be cited as precedent for management of any other area within the National Wildlife Refuge System.

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SEC.3. EFFECTIVE DATE.

PRE-DECISIONAL DRAFT

| The requirements of this Act shall take effect 90 days after enactment

DRAFT

PRE-DECISIONAL DRAFT

A BILL

To transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the Confederated Salish and Kootenai Tribes.

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(2) The term “Secretary” means the Secretary of the Department of the Interior.

(3) The term “Tribes” means the Confederated Salish and Kootenai Tribes of the Flathead Reservation in the State of Montana.

Comment [DM1]: This text has no legally binding effect. Suggest to that this information be included in supporting material, i.e. report language.

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PRE-DECISIONAL DRAFT

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(b) TRANSFER OF OTHER PROPERTY. ~~Effective 90 days after enactment of this section,~~
(1) The United States' interests in and ownership of, all buildings, structures, improvements and appurtenances located on the lands transferred pursuant to section (a) shall be transferred to the Tribes to own in fee. ~~In addition,~~
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SEC.3. EFFECTIVE DATE.

PRE-DECISIONAL DRAFT

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PRE-DECISIONAL DRAFT

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PRE-DECISIONAL DRAFT

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

Fwd: SCHEDULED: Document Number - 2017-00808

"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Wed Jan 11 2017 10:32:02 GMT-0700 (MST)
Will Meeks <will_meeks@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>, "Munoz, Anna" <anna_munoz@fws.gov>, "Mogadam, Roya" <roya_mogadam@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>
To:
Subject: Fwd: SCHEDULED: Document Number - 2017-00808

Hi Folks,

Just received conformation that the National Bison Range NOI will be placed on public inspection on January 17 and publish in the ***Federal Register on Wednesday, January 18.***

Thank you,

Brian

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

From: Salem, Brian <brian_salem@fws.gov>
Date: Wed, Jan 11, 2017 at 10:16 AM
Subject: Re: SCHEDULED: Document Number - 2017-00808
To: "Prigan, Sara" <sara_prigan@fws.gov>
Cc: Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>, Anissa Craghead <Anissa_Craghead@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>

This is great! Thank you all so much for all of your help!

On Wed, Jan 11, 2017 at 9:29 AM, Prigan, Sara <sara_prigan@fws.gov> wrote:
NOI; NBR CCP/EIS [FWS-R6-R-2016-N221] Brian Salem, Aaron Mize, Jillian Cohen
FR00002805

Your Federal Register document has been scheduled for publication. See publication information in the forwarded email message below.

If you have dates to be inserted in the DATES section of your document, see page 3 of

the following pdf document for how to compute them:

<https://www.gpo.gov/fdsys/pkg/FR-2017-01-03/pdf/FR-2017-01-03-ReaderAids.pdf>

Thank you,

Sara Prigan
Division of Policy, Performance, and Management Programs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: BPHC
Falls Church, VA 22041-3808
Telephone: 703-358-2508

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

From: noreply@fedreg.gov

Attention : Fish and Wildlife Service FWS, (FWS) Fish and Wildlife Service

Document 2017-00808, Category NOTICES has been scheduled to publish on 01-18-2017.

This document will be placed on public inspection on 01-17-2017 08:45 a.m.

Billing Code: 4333-15

DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS-R6-R-2016-N221]; [FXRS1261060000-178- FF06R00000]

Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range, Moiese, Montana

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of intent; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and

|

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 11 2017 11:24:39 GMT-0700 (MST)
To: Vanessa Kauffman <Vanessa_Kauffman@fws.gov>, Gavin Shire <gavin_shire@fws.gov>
Subject: Fwd: SCHEDULED: Document Number - 2017-00808

FYI.

We are planning on rolling this out on Tuesday morning.

-Roya

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

From: Salem, Brian <brian_salem@fws.gov>
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Subject: Fwd: SCHEDULED: Document Number - 2017-00808
To: Will Meeks <will_meeks@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>, "Munoz, Anna" <anna_munoz@fws.gov>, "Mogadam, Roya" <roya_mogadam@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>

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Sara Prigan
Division of Policy, Performance, and Management Programs
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Fish and Wildlife Service

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya.Mogadam@fws.gov
(303) 236-4572

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Wed Jan 11 2017 13:16:26 GMT-0700 (MST)
To: Ryan Moehring <ryan_moehring@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: SCHEDULED: Document Number - 2017-00808

FYSA - Roya will take the lead on all incoming.

Anna

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

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Date: Wed, Jan 11, 2017 at 10:32 AM
Subject: Fwd: SCHEDULED: Document Number - 2017-00808
To: Will Meeks <will_meeks@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>, "Munoz, Anna" <anna_munoz@fws.gov>, "Mogadam,

Roya" <roya_mogadam@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>

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Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:56 PM

Conversation Contents

National Bison Range TDA

Attachments:

- /7. National Bison Range TDA/4.1 National Bison Range (Tester).docx
- /7. National Bison Range TDA/7.1 National Bison Range (Tester)_OCL edits.docx
- /7. National Bison Range TDA/9.1 National Bison Range (Tester)_OCL edits.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Mar 31 2016 07:41:46 GMT-0600 (MDT)
To: Dominic Maione <dominic_maione@ios.doi.gov>
CC: Angela Gustavson <Angela_Gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
Subject: National Bison Range TDA

Hi Dominic-

I received an email on Monday from Tony with the Senate Indian Affairs Committee asking for an update on the Bison Range language. Do you have an idea of when we may have a cleared version?

-Roya

--

Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov
703-358-2128

"Maione, Dominic" <dominic_maione@ios.doi.gov>

From: "Maione, Dominic" <dominic_maione@ios.doi.gov>
Sent: Thu Mar 31 2016 07:49:40 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Angela Gustavson <Angela_Gustavson@fws.gov>, Martin

CC: Kodis <martin_kodis@fws.gov>

Subject: Re: National Bison Range TDA

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Roya.Mogadam@fws.gov
703-358-2128

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Dominic A. Maione | Attorney - Advisor | Office of Congressional and Legislative Affairs |
U.S. Department of the Interior | 202.208.4092

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Mar 31 2016 08:33:37 GMT-0600 (MDT)
To: "Maione, Dominic" <dominic_maione@ios.doi.gov>
CC: Angela Gustavson <Angela_Gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
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have not seen the request) and Zinke (I forwarded you the email).

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"Maione, Dominic" <dominic_maione@ios.doi.gov>

From: "Maione, Dominic" <dominic_maione@ios.doi.gov>
Sent: Thu Mar 31 2016 15:53:15 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
CC: Angela Gustavson <Angela_Gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
Subject: Re: National Bison Range TDA
Attachments: National Bison Range (Tester).docx

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"Maione, Dominic" <dominic_maione@ios.doi.gov>

From: "Maione, Dominic" <dominic_maione@ios.doi.gov>
Sent: Fri Apr 01 2016 13:25:17 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
CC: Angela Gustavson <Angela_Gustavson@fws.gov>, Martin
Kodis <martin_kodis@fws.gov>
Subject: Re: National Bison Range TDA

Roya --

Here's the latest on the TDA--

Short story: We should have a final and signed cover letter by Monday at the latest.

Long story: Chris approved the revised draft (with one minor alteration) that I sent you yesterday. We've shared with SOL office, division of Indian Affairs and Barry Roth for last glance. I gather these folks have been engaged in the development of the draft, so I don't expect any other major changes.

Have a good weekend!

Dominic

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"Gustavson, Angela" <angela_gustavson@fws.gov>

From: "Gustavson, Angela" <angela_gustavson@fws.gov>
Sent: Fri Apr 01 2016 13:29:23 GMT-0600 (MDT)
To: "Maione, Dominic" <dominic_maione@ios.doi.gov>
CC: "Mogadam, Roya" <roya_mogadam@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
Subject: Re: National Bison Range TDA

Dominic,

Thanks for getting this done so quickly.

Angela

Angela Gustavson
Deputy Chief
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

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"Maione, Dominic" <dominic_maione@ios.doi.gov>

From: "Maione, Dominic" <dominic_maione@ios.doi.gov>
Sent: Mon Apr 04 2016 07:07:23 GMT-0600 (MDT)
To: "Gustavson, Angela" <angela_gustavson@fws.gov>
CC: "Mogadam, Roya" <roya_mogadam@fws.gov>, Martin
Kodis <martin_kodis@fws.gov>
Subject: Re: National Bison Range TDA
Attachments: National Bison Range (Tester)_OCL edits.docx

Happy Monday, all -- Just wanted to confirm FWS is comfortable with this re-draft as we move to final, hopefully today. Let me know. Thanks!

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Angela Gustavson
Deputy Chief
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Also, I found the forwarded request from Zinke's office!

Thanks, Dominic

On Thu, Mar 31, 2016 at 10:33 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

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Can you fwd me each request you've received? Thanks!

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Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov
703-358-2128

--

Dominic A. Maione | Attorney - Advisor | Office of Congressional and Legislative Affairs | U.S. Department of the Interior | 202.208.4092

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Apr 04 2016 10:07:07 GMT-0600 (MDT)
To: "Maione, Dominic" <dominic_maione@ios.doi.gov>
CC: "Gustavson, Angela" <angela_gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
Subject: Re: National Bison Range TDA

Dominic-

Here is the feedback I got from folks in Refuges:

It is important to include language that distinguishes the circumstances of the NBR divestiture from other potential divestiture proposals. Therefore, we would like to keep distinguishing language front and center -- in a findings section -- rather than dropping it as suggested in this draft, or including it in supporting language. We understand the findings does not have the effect of law. The purpose of including this language is to distinguish the facts surrounding NBR divestment.

Thoughts?

-Roya

On Mon, Apr 4, 2016 at 9:07 AM, Maione, Dominic <dominic_maione@ios.doi.gov> wrote:

Happy Monday, all -- Just wanted to confirm FWS is comfortable with this re-draft as we move to final, hopefully today. Let me know. Thanks!

On Fri, Apr 1, 2016 at 3:29 PM, Gustavson, Angela <angela_gustavson@fws.gov> wrote:

Dominic,

Thanks for getting this done so quickly.

Angela

Angela Gustavson
Deputy Chief

Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
Office: 703-358-2253
Mobile: 202-909-5105
angela_gustavson@fws.gov

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Have a good weekend!

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"Kodis, Martin" <martin_kodis@fws.gov>

From: "Kodis, Martin" <martin_kodis@fws.gov>
Sent: Mon Oct 31 2016 12:48:40 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: National Bison Range TDA
Attachments: National Bison Range (Tester)_OCL edits.docx

Roya,

In DTS: 062597

Can't find the signed version that was sent to Tester... Need it for Steve G. asap.

Marty

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

From: **Maione, Dominic** <dominic_maione@ios.doi.gov>
Date: Mon, Apr 4, 2016 at 9:07 AM

Subject: Re: National Bison Range TDA
To: "Gustavson, Angela" <angela_gustavson@fws.gov>
Cc: "Mogadam, Roya" <roya_mogadam@fws.gov>, Martin Kodis
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Martin Kodis
Chief, Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service

5275 Leesburg Pike
Falls Church, VA 22041

703-358-2241 ph
703-358-2245 fax

Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:56 PM

Conversation Contents

Fwd: FW: Meeting with Confederated Salish and Kootenai Tribes

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Tue Sep 06 2016 11:28:06 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: FW: Meeting with Confederated Salish and Kootenai Tribes

FYI

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

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

From: **Noreen Walsh** <noreen_walsh@fws.gov>
Date: Tue, Sep 6, 2016 at 9:56 AM
Subject: FW: Meeting with Confederated Salish and Kootenai Tribes
To: Will Meeks <will_meeks@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Cc: Matt Hogan <matt_hogan@fws.gov>

fyi

Noreen Walsh

Regional Director

Mountain-Prairie Region

U. S. Fish and Wildlife Service

303 236 7920

From: Sellars, Roslyn [mailto:roslyn_sellars@fws.gov]
Sent: Tuesday, September 06, 2016 9:39 AM
To: Scott Aikin; Cynthia Martinez; Shaun Sanchez; Noreen Walsh; Matt Hogan; megan reed; Stephanie Potter
Cc: Thomas Irwin; Morris, Charisa; Emily Porcari; Jim Kurth
Subject: Meeting with Confederated Salish and Kootenai Tribes

FYI,

Dan will be out of the country so I will offer a meeting with Jim Kurth on 9/20 or 9/22. I will invite regional staff to participate via phone.

Roslyn

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

From: **Brian Upton** <Brian.Upton@cskt.org>
Date: Fri, Sep 2, 2016 at 5:00 PM
Subject: meeting request with Director Ashe
To: "roslyn_sellars@fws.gov" <roslyn_sellars@fws.gov>
Cc: "thomas_irwin@fws.gov" <thomas_irwin@fws.gov>, "connor.fitzpatrick@bia.gov" <connor.fitzpatrick@bia.gov>, "vernon.finley@cskt.org" <vernon.finley@cskt.org>, Rhonda Swaney <Rhonda.Swaney@cskt.org>, Ryan Rusche <Ryan.Rusche@cskt.org>, "Shane A. Morigeau" <Shane.Morigeau@cskt.org>, "george@georgewaters.com" <george@georgewaters.com>, "chris@georgewaters.com" <chris@georgewaters.com>

Hi Roslyn,

The Confederated Salish and Kootenai Tribes are planning to be in Washington, D.C. during the week of September 19th and would like to schedule a meeting with Dan Ashe to discuss the National Bison Range. Would Director Ashe have time to meet on Tuesday, September 20th or Thursday, September 22nd? If neither of those days work, we could also probably meet on Friday, September 23rd. It would be great if Assistant Secretary Larry Roberts could attend the meeting as well, if his schedule allows - I'll copy Connor Fitzpatrick on this email request.

Thank you, and please let me know if any questions.

Brian Upton, Tribal Attorney

Confederated Salish and Kootenai Tribes Legal Department

office: (406) 275-2760, or (406) 675-2700, x1165

cell: (406) 471-7405

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

National Bison Range

"Kauffman, Vanessa" <vanessa_kauffman@fws.gov>

From: "Kauffman, Vanessa" <vanessa_kauffman@fws.gov>
Sent: Tue Jan 10 2017 12:11:17 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: National Bison Range

Hi Roya:

Gavin asked me to help out as needed with the National Bison Range EIS outreach. He sent some comments back (which I haven't seen) but if you have the latest versions to share with me (I think there is a google drive?), I would appreciate it.

Thanks so much! :)

Call me with any questions.

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Best,
Vanessa C. Kauffman
Division of Public Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: EA
Falls Church, VA 22041-3803

703-358-2138 (direct)
571-319-6342 (cell)
vanessa_kauffman@fws.gov
Visit us online at: <http://www.fws.gov>

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Jan 10 2017 15:57:14 GMT-0700 (MST)
To: "Kauffman, Vanessa" <vanessa_kauffman@fws.gov>
Subject: Re: National Bison Range

Hey Vanessa!

Hope you had a great new years and a Happy Hanukkah!

Here is the link to the google folder with comms plan/news release/talking points:
<https://drive.google.com/drive/folders/0B9lqu8C79kl6RjJXeVZOck01aXc?usp=sharing>

We accepted some of Gavin's edits to the news release but not others. This has been approved by Noreen.

If you or Gavin would like to talk more let me know.

-Roya

On Tue, Jan 10, 2017 at 12:11 PM, Kauffman, Vanessa <vanessa_kauffman@fws.gov> wrote:

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

"Kauffman, Vanessa" <vanessa_kauffman@fws.gov>

From: "Kauffman, Vanessa" <vanessa_kauffman@fws.gov>
Sent: Tue Jan 10 2017 16:02:55 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: National Bison Range

Awesome thanks so much! Appreciate the send.

Just wanted to keep in the loop.:)

I think he was interested in clarifying a few things. Thanks for reviewing his suggestions.

Also, the renaming of the Half Breed NWR came up today also with Dan's signing of the memo - did it include that refuge? And are you issuing any press or statements on it? R3 is doing quiet press on Squaw Creek NWR in the am.

Happy New Year to you too! Miss you!

Vanessa

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Vanessa Kauffman <vanessa_kauffman@fws.gov>

From: Vanessa Kauffman <vanessa_kauffman@fws.gov>
Sent: Tue Jan 10 2017 16:59:30 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: National Bison Range

Ps Got my answer on Halfbreed Lake NWR it was already renamed - the R3 news release refers to it.

:)

Sent from my iPhone

On Jan 10, 2017, at 6:02 PM, Kauffman, Vanessa <vanessa_kauffman@fws.gov> wrote:

Awesome thanks so much! Appreciate the send.

Just wanted to keep in the loop.:)

I think he was interested in clarifying a few things. Thanks for reviewing his suggestions.

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

Attachments:

/9. /1.1 NBR Talking Points and Q_A V3.docx
/9. /1.2 NBRNOI_NR_v4.docx
/9. /1.3 NOIforNBRCCP_Comms_V3.docx

"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Thu Jan 05 2017 13:44:22 GMT-0700 (MST)
To: Cynthia Martinez <cynthia_martinez@fws.gov>
Megan Davis <megan_reed@fws.gov>, Will Meeks
<will_meeks@fws.gov>, "Munoz, Anna"
CC: <anna_munoz@fws.gov>, "Mogadam, Roya"
<roya_mogadam@fws.gov>
Subject:
Attachments: NBR Talking Points and Q_A V3.docx
NBRNOI_NR_v4.docx NOIforNBRCCP_Comms_V3.docx

Hi Cynthia,

Happy New Years, hope all is well!

I just wanted to make sure we sent you the final outreach for NBR since you already surnamed the NOI package. We just finalized the outreach and Nikki is going to add it to the hardcopy package for us.

Thanks,

Brian

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

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IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to

be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request “subject matter expert” agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for “technical drafting assistance” are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies’ interests.
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- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service’s official process to respond to these requests.
- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester’s Office submitted a request on March 3, 2016
- Representative Zinke’s Office submitted a request on March 15, 2016

- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January XX, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before [XX, XX, 2017]. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).



SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) will publish a NOI for preparing a draft CCP/EIS for the National Bison Range. This NOI will outline three possible alternatives that will be included, at a minimum in the CCP.

4. **What is the proposed date to announce this action? Why has that date been selected?** *(Please note whether this date is flexible)*

January 2017, this will need to be announced when published in the Federal Register.

SECTION II: GOALS AND MESSAGES

5. **What are our primary communications goals?**

- Notify the public of this planning effort to solicit comments.
- Explain the CCP process for the NWRS

6. **What are our key messages?**

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison.
- In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- The Service and our partners, including other federal agencies, states, tribal nations,

- have made great strides in the conservation of bison across the western plains.
- The Service is proposing a minimum of three alternatives for the CCP
- One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT.

SECTION III: IMPLEMENTATION

7. **Who is leading this communications effort?** *(Check one. Note if the response is neither of these, you should be using either a Partnership, Full or Targeted plan)*

- Region HQ

8. **Which programs and/or regions does this issue involve?**

R6 NWRS and EA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
December 2016	R6-RD surname outreach. Share draft outreach HQ NWRS, EA and CLA	R6 EA Mogadam
Day before <i>FR</i> notice is available in Reading Room	Notify Confederated Kootenai Salish Tribe (CSKT)	R6 EA Mogadam
Day <i>FR</i> notice is in Reading Room	Notify Montana Congressional Delegation and Congressional Committee contacts.	HQ CLA Gustavson R6 EA Mogadam

Day FR notice Publishes	Distribute News Release	HQ EA
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10. Which communications tools are needed to support these strategies and tactics? *(Be as specific as possible about the products identified and who will produce them)*

Tool	Responsible	Due Date
Communications Plan	EA	Dec. 16, 2016
Press Release	EA	Dec. 16, 2016

11. Which agencies, organizations and/or individuals should be notified?

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

12. Who are the primary points of contact for this action?

Media coordinators *(For national-level plans, list at least one person from HQ Public Affairs and others from region/program if appropriate. For regional-level plans, only regional coordinators are required. Enter name, email and phone)*

- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Congressional coordinators *(Optional. Enter name, email and phone)*

- Angela Gustavson, (703) 358 -2253; angela_gustavson@fws.gov
- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Subject matter experts available for interview *(Must be approved by HQ Public Affairs for an HQ-led announcement or Regional Public Affairs for region-led announcement. Enter name, email and phone)*

- Will Meeks, 303-236-4303, Will_Meeks@fws.gov
Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
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14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

Fwd: National Bison Range Communications Material

Attachments:

/10. Fwd: National Bison Range Communications Material/1.1 NBR Talking Points and Q_A V3.docx
/10. Fwd: National Bison Range Communications Material/1.2 NBRNOI_NR_v4.docx
/10. Fwd: National Bison Range Communications Material/1.3 NOIforNBRCCP_Comms_V3.docx

"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Thu Jan 05 2017 12:50:17 GMT-0700 (MST)
To: "Munoz, Anna" <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>, "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Fwd: National Bison Range Communications Material
Attachments: NBR Talking Points and Q_A V3.docx
NBRNOI_NR_v4.docx NOIforNBRCCP_Comms_V3.docx

FYI.

Will, is Cynthia aware of the outreach? Thinking she is, but just curious since she already surnamed the package without the outreach. If not, we may want to just send her a quick note letting her know we added it to the package.

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

From: **Salem, Brian** <brian_salem@fws.gov>
Date: Thu, Jan 5, 2017 at 12:47 PM
Subject: National Bison Range Communications Material
To: Nikki Randolph <nikki_randolph@fws.gov>, Charisa Morris <charisa_morris@fws.gov>, Megan Davis <megan_reed@fws.gov>

Hi Charisa, Nikki and Megan!

Happy New Years!! Hope the holidays treated you guys well!!

I was not sure exactly who to email so figured I would email all three of you. I wanted to see if one of you could do us a huge favor and add the attached communications material to the National Bison Range hardcopy package (FR00002805). The outreach just received final approval, today. Looks like the package is slated to go to Michael Bean,

not sure if he will require it, but I know Exec. Sec. will.

I have already added the documents to the electronic DTS package. Please feel free to give me a call if there are any questions. Thanks so much!!

Brian
(413) 262-92656

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Thu Jan 05 2017 12:59:49 GMT-0700 (MST)
To: "Salem, Brian" <brian_salem@fws.gov>
CC: "Munoz, Anna" <anna_munoz@fws.gov>, "Mogadam, Roy" <roya_mogadam@fws.gov>
Subject: Re: National Bison Range Communications Material

I doubt she has seen it. Can you send it to her?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Jan 5, 2017, at 12:50 PM, Salem, Brian <brian_salem@fws.gov> wrote:

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<NBR Talking Points and Q_A V3.docx>

<NBRNOI_NR_v4.docx>

<NOIforNBRCCP_Comms_V3.docx>

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
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IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

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QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

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- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
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Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January XX, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS).f The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before [XX, XX, 2017]. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie) (<https://twitter.com/USFWSMtnPrairie>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).



SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) will publish a NOI for preparing a draft CCP/EIS for the National Bison Range. This NOI will outline three possible alternatives that will be included, at a minimum in the CCP.

4. **What is the proposed date to announce this action? Why has that date been selected?** *(Please note whether this date is flexible)*

January 2017, this will need to be announced when published in the Federal Register.

SECTION II: GOALS AND MESSAGES

5. **What are our primary communications goals?**

- Notify the public of this planning effort to solicit comments.
- Explain the CCP process for the NWRS

6. **What are our key messages?**

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison.
- In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- The Service and our partners, including other federal agencies, states, tribal nations,

- have made great strides in the conservation of bison across the western plains.
- The Service is proposing a minimum of three alternatives for the CCP
- One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT.

SECTION III: IMPLEMENTATION

7. **Who is leading this communications effort?** *(Check one. Note if the response is neither of these, you should be using either a Partnership, Full or Targeted plan)*

- Region HQ

8. **Which programs and/or regions does this issue involve?**

R6 NWRS and EA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
December 2016	R6-RD surname outreach. Share draft outreach HQ NWRS, EA and CLA	R6 EA Mogadam
Day before FR notice is available in Reading Room	Notify Confederated Kootenai Salish Tribe (CSKT)	R6 EA Mogadam
Day FR notice is in Reading Room	Notify Montana Congressional Delegation and Congressional Committee contacts.	HQ CLA Gustavson R6 EA Mogadam

Day FR notice Publishes	Distribute News Release	HQ EA
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10. Which communications tools are needed to support these strategies and tactics? *(Be as specific as possible about the products identified and who will produce them)*

Tool	Responsible	Due Date
Communications Plan	EA	Dec. 16, 2016
Press Release	EA	Dec. 16, 2016

11. Which agencies, organizations and/or individuals should be notified?

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

12. Who are the primary points of contact for this action?

Media coordinators *(For national-level plans, list at least one person from HQ Public Affairs and others from region/program if appropriate. For regional-level plans, only regional coordinators are required. Enter name, email and phone)*

- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Congressional coordinators *(Optional. Enter name, email and phone)*

- Angela Gustavson, (703) 358 -2253; angela_gustavson@fws.gov
- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Subject matter experts available for interview *(Must be approved by HQ Public Affairs for an HQ-led announcement or Regional Public Affairs for region-led announcement. Enter name, email and phone)*

- Will Meeks, 303-236-4303, Will_Meeks@fws.gov
Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
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14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

Bison Range Communications Materials

Attachments:

/11. Bison Range Communications Materials/1.1 NBR Talking Points and Q_A V3.docx

/11. Bison Range Communications Materials/1.2 NBRNOI_NR_v4.docx

/11. Bison Range Communications Materials/1.3
NOIforNBRCCP_Comms_V3.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Jan 05 2017 11:18:19 GMT-0700 (MST)
To: "Salem, Brian" <brian_salem@fws.gov>
Subject: Bison Range Communications Materials
Attachments: NBR Talking Points and Q_A V3.docx
NBRNOI_NR_v4.docx NOIforNBRCCP_Comms_V3.docx

These have been reviewed and approved by the RD's office and R6-NWRS. I have also shared these with HQ-EA

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

No, the National Bison Range is a unique situation whereby a refuge was established wholly within a Reservation boundary for a defined purpose. Bison were on the verge of extinction, and the National Bison Range played a unique role in preventing that. The Service, as well as DOI, must constantly assess how to meet our highest conservation priorities and to respect the government-to-government relationship we have with tribal sovereign nations, like the CSKT. In this case transferring these lands, to be held in trust for the Tribes, helps us to do both.

IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to

be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request “subject matter expert” agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for “technical drafting assistance” are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies’ interests.
- The federal agencies cannot speak to if or how information provided in response to a technical drafting assistance request will be used. It can be part of the information Congress uses to draft and consider legislation.
- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service’s official process to respond to these requests.
- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester’s Office submitted a request on March 3, 2016
- Representative Zinke’s Office submitted a request on March 15, 2016

- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

News Release



U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228

For Immediate Release

January XX, 2017

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SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

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January 2017, this will need to be announced when published in the Federal Register.

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Day FR notice Publishes	Distribute News Release	HQ EA
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Press Release	EA	Dec. 16, 2016

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The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

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Congressional coordinators *(Optional. Enter name, email and phone)*

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Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
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14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-

Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:57 PM

Conversation Contents

Fwd: Briefing Book for Noreen and Matt's Hill Meetings

Attachments:

/11. Fwd: Briefing Book for Noreen and Matt's Hill Meetings/1.1 image003.gif
/11. Fwd: Briefing Book for Noreen and Matt's Hill Meetings/1.2 image005.png
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/11. Fwd: Briefing Book for Noreen and Matt's Hill Meetings/1.4 image004.gif
/11. Fwd: Briefing Book for Noreen and Matt's Hill Meetings/1.5 image002.gif
/11. Fwd: Briefing Book for Noreen and Matt's Hill Meetings/1.6 June 15-18 Hill Briefing Book.pdf

"Baker, Serena" <serena_baker@fws.gov>

From: "Baker, Serena" <serena_baker@fws.gov>
Sent: Tue Aug 23 2016 16:18:03 GMT-0600 (MDT)
To: "Anna Muñoz" <anna_munoz@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: Briefing Book for Noreen and Matt's Hill Meetings
Attachments: image003.gif image005.png image001.gif image004.gif image002.gif June 15-18 Hill Briefing Book.pdf

Hello Ladies,

This is what Alyssa created when she was here.

Thanks!

Serena Baker

Public Affairs Specialist
U.S. Fish & Wildlife Service
[Mountain-Prairie Region 6](#)
134 Union Boulevard, Suite 400
Lakewood, CO 80228
Desk: 303.236.4588
Cell: 720.391.6583
Serena_Baker@fws.gov



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

From: **Hausman, Alyssa** <alyssa_hausman@fws.gov>

Date: Thu, Jun 11, 2015 at 3:36 PM

Subject: Briefing Book for Noreen and Matt's Hill Meetings

To: Jeffrey Fleming <jeffrey_m_fleming@fws.gov>, Serena Baker
<serena_baker@fws.gov>

Hi Jeff and Serena,

Attached is a PDF of the briefing book that I put together for Noreen and Matt's Hill meetings next week. Please let me know if you have any questions or would like to see any of the referenced correspondence.

I will be out of the office next week Monday through Wednesday morning, but should have some access to email if you need me.

Jeff, I look forward to meeting you when I return next week.

Best,
Alyssa

Alyssa Hausman
Congressional and Legislative Affairs Fellow
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
(303) 236-4572
alyssa_hausman@fws.gov

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:58 PM

Conversation Contents

FW: NBR NOI Comms plan

Attachments:

/13. FW: NBR NOI Comms plan/4.1 NBRTalkingPointsandQAV3 (1).docx

/13. FW: NBR NOI Comms plan/4.2 NOIforNBRCCP_Comms_V3.docx (1).docx

/13. FW: NBR NOI Comms plan/4.3 NBRNOI_NR_v4 (1).docx

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Wed Jan 04 2017 14:07:35 GMT-0700 (MST)
To: Will Meeks <Will_Meeks@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>
Subject: FW: NBR NOI Comms plan

See below. Thanks.

From: Noreen Walsh [mailto:noreen_walsh@fws.gov]
Sent: Wednesday, January 04, 2017 2:01 PM
To: Matt Hogan
Subject: RE: NBR NOI Comms plan

Matt, good to go with one necessary edit in the key messages. We need to standardize the wording about “ held in trust”, and ALWAYS use the same wording. Current wording:

“One of the alternatives, the preferred alternative, would transfer the NBR lands into trust to the CSKT.”

Should be modified to something like:

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Thanks very much, and holler if this does not make sense.

Noreen

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]
Sent: Wednesday, January 04, 2017 12:28 PM
To: Noreen Walsh
Subject: FW: NBR NOI Comms plan

Here are the 3 documents that make up the Comms Plan as well as the revised NOI. Will made some additional edits to the timeline.

From: Stephanie Potter [mailto:stephanie_potter@fws.gov]
Sent: Wednesday, January 04, 2017 12:24 PM
To: Matt Hogan
Subject: NBR NOI Comms plan

As requested

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish and Wildlife Service
303-236-7920

Will Meeks <Will_Meeks@fws.gov>

From: Will Meeks <Will_Meeks@fws.gov>
Sent: Wed Jan 04 2017 14:12:22 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: FW: NBR NOI Comms plan

Trusting you'll make these.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]
Sent: Wednesday, January 04, 2017 2:08 PM
To: Will Meeks; Anna Munoz; Roya Mogadam
Subject: FW: NBR NOI Comms plan

See below. Thanks.

From: Noreen Walsh [mailto:noreen_walsh@fws.gov]
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Executive Assistant
Office of the Regional Director

Mountain-Prairie Region
U.S. Fish and Wildlife Service
303-236-7920

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Wed Jan 04 2017 14:14:53 GMT-0700 (MST)
To: Matt Hogan <Matt_Hogan@fws.gov>
CC: Will Meeks <Will_Meeks@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: FW: NBR NOI Comms plan

Noreen is correct. It should be "for" and we can make that edit.

anna

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

On Wed, Jan 4, 2017 at 2:07 PM, Matt Hogan <Matt_Hogan@fws.gov> wrote:

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303-236-7920

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 04 2017 14:18:20 GMT-0700 (MST)
To: "Munoz, Anna" <anna_munoz@fws.gov>
CC: Matt Hogan <Matt_Hogan@fws.gov>, Will Meeks <Will_Meeks@fws.gov>
Subject: Re: FW: NBR NOI Comms plan
NBRTalkingPointsandQAV3 (1).docx
Attachments: NOIforNBRCCP_Comms_V3.docx (1).docx
NBRNOI_NR_v4 (1).docx

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Anna Muñoz
Assistant Regional Director - External Affairs
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U.S. Fish and Wildlife Service
303-236-7920

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Will Meeks <Will_Meeks@fws.gov>

From: Will Meeks <Will_Meeks@fws.gov>
Sent: Wed Jan 04 2017 14:19:49 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
CC: Matt Hogan <matt_hogan@fws.gov>
Subject: RE: FW: NBR NOI Comms plan

Can we send it to catch up with the package?

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]

Sent: Wednesday, January 04, 2017 2:18 PM
To: Munoz, Anna
Cc: Matt Hogan; Will Meeks
Subject: Re: FW: NBR NOI Comms plan

Edits were made to both the comms plan and talking point document to reflect this change.

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anna

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
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U. S. Fish and Wildlife Service*

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Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
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303-236-7920

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Wed Jan 04 2017 14:21:04 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: RE: FW: NBR NOI Comms plan

Yes, ok to send with the edits.

From: Will Meeks [mailto:Will_Meeks@fws.gov]
Sent: Wednesday, January 04, 2017 2:20 PM
To: Roya Mogadam; Anna Munoz
Cc: Matt Hogan
Subject: RE: FW: NBR NOI Comms plan

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U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
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Deputy Assistant Regional Director, External Affairs
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

Will Meeks <Will_Meeks@fws.gov>

From: Will Meeks <Will_Meeks@fws.gov>
Sent: Wed Jan 04 2017 14:42:09 GMT-0700 (MST)
To: Brian Salem <brian_salem@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: FW: FW: NBR NOI Comms plan

Looping you in.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]
Sent: Wednesday, January 04, 2017 2:21 PM
To: Will Meeks; Roya Mogadam; Anna Munoz
Subject: RE: FW: NBR NOI Comms plan

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Wed Jan 04 2017 16:28:51 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Fwd: NBR NOI Comms plan

Is the next step to upload it to the DTS?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director

National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

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Sent: Thu Jan 05 2017 08:32:28 GMT-0700 (MST)
To: Will Meeks <will_meeks@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Re: NBR NOI Comms plan

Hi Will-

We can upload into DTS if that is preferred but I was just going to send the revised comms to HQ-EA via google drive and then have them upload their edits to the larger DTS record.

-Roya

On Wed, Jan 4, 2017 at 4:28 PM, Will Meeks <will_meeks@fws.gov> wrote:

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Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
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Begin forwarded message:

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Date: January 4, 2017 at 2:18:20 PM MST
To: "Munoz, Anna" <anna_munoz@fws.gov>
Cc: Matt Hogan <Matt_Hogan@fws.gov>, Will Meeks <Will_Meeks@fws.gov>
Subject: Re: FW: NBR NOI Comms plan

Edits were made to both the comms plan and talking point document to reflect this change.

On Wed, Jan 4, 2017 at 2:14 PM, Munoz, Anna <anna_munoz@fws.gov>

wrote:

Noreen is correct. It should be "for" and we can make that edit.

anna

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

On Wed, Jan 4, 2017 at 2:07 PM, Matt Hogan <Matt_Hogan@fws.gov>
wrote:

See below. Thanks.

From: Noreen Walsh [mailto:noreen_walsh@fws.gov]
Sent: Wednesday, January 04, 2017 2:01 PM
To: Matt Hogan
Subject: RE: NBR NOI Comms plan

Matt, good to go with one necessary edit in the key messages. We need to standardize the wording about “ held in trust”, and ALWAYS use the same wording. Current wording:

“One of the alternatives, the preferred alternative, would transfer the NBR lands into trust to the CSKT.”

Should be modified to something like:

“One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust FOR the CSKT.”

We need to agree on legally appropriate wording and always use it. This suggestion may not be it, but the wording in there now is not correct. Can you check in with Will and Anna, I would guess that the right wording is in plenty of previous document.

Thanks very much, and holler if this does not make sense.

Noreen

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]
Sent: Wednesday, January 04, 2017 12:28 PM
To: Noreen Walsh
Subject: FW: NBR NOI Comms plan

Here are the 3 documents that make up the Comms Plan as well as the revised NOI. Will made some additional edits to the timeline.

From: Stephanie Potter [mailto:stephanie_potter@fws.gov]
Sent: Wednesday, January 04, 2017 12:24 PM
To: Matt Hogan
Subject: NBR NOI Comms plan

As requested

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish and Wildlife Service
303-236-7920

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

<NBRTalkingPointsandQAV3 (1).docx>

<NOIforNBRCCP_Comms_V3.docx (1).docx>

<NBRNOI_NR_v4 (1).docx>

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Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Will Meeks <Will_Meeks@fws.gov>

From: Will Meeks <Will_Meeks@fws.gov>
Sent: Thu Jan 05 2017 09:00:58 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: RE: NBR NOI Comms plan

That works. The package is with Dan and possibly past him.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Thursday, January 05, 2017 8:32 AM
To: Will Meeks
Cc: Anna Munoz
Subject: Re: NBR NOI Comms plan

Hi Will-

We can upload into DTS if that is preferred but I was just going to send the revised comms to HQ-EA via google drive and then have them upload their edits to the larger DTS record.

-Roya

On Wed, Jan 4, 2017 at 4:28 PM, Will Meeks <will_meeks@fws.gov> wrote:
Is the next step to upload it to the DTS?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

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*Noreen Walsh
Regional Director
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U. S. Fish and Wildlife Service
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(303) 236-4572

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

No, the National Bison Range is a unique situation whereby a refuge was established wholly within a Reservation boundary for a defined purpose. Bison were on the verge of extinction, and the National Bison Range played a unique role in preventing that. The Service, as well as DOI, must constantly assess how to meet our highest conservation priorities and to respect the government-to-government relationship we have with tribal sovereign nations, like the CSKT. In this case transferring these lands, to be held in trust for the Tribes, helps us to do both.

IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to

be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request “subject matter expert” agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for “technical drafting assistance” are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies’ interests.
- The federal agencies cannot speak to if or how information provided in response to a technical drafting assistance request will be used. It can be part of the information Congress uses to draft and consider legislation.
- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service’s official process to respond to these requests.
- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester’s Office submitted a request on March 3, 2016
- Representative Zinke’s Office submitted a request on March 15, 2016

- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.



SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) will publish a NOI for preparing a draft CCP/EIS for the National Bison Range. This NOI will outline three possible alternatives that will be included, at a minimum in the CCP.

4. **What is the proposed date to announce this action? Why has that date been selected?** *(Please note whether this date is flexible)*

January 2017, this will need to be announced when published in the Federal Register.

SECTION II: GOALS AND MESSAGES

5. **What are our primary communications goals?**

- Notify the public of this planning effort to solicit comments.
- Explain the CCP process for the NWRS

6. **What are our key messages?**

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison.
- In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- The Service and our partners, including other federal agencies, states, tribal nations,

- have made great strides in the conservation of bison across the western plains.
- The Service is proposing a minimum of three alternatives for the CCP
- One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT.

SECTION III: IMPLEMENTATION

7. **Who is leading this communications effort?** *(Check one. Note if the response is neither of these, you should be using either a Partnership, Full or Targeted plan)*

- Region HQ

8. **Which programs and/or regions does this issue involve?**

R6 NWRS and EA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
December 2016	R6-RD surname outreach. Share draft outreach HQ NWRS, EA and CLA	R6 EA Mogadam
Day before <i>FR</i> notice is available in Reading Room	Notify Confederated Kootenai Salish Tribe (CSKT)	R6 EA Mogadam
Day <i>FR</i> notice is in Reading Room	Notify Montana Congressional Delegation and Congressional Committee contacts.	HQ CLA Gustavson R6 EA Mogadam

Day FR notice Publishes	Distribute News Release	HQ EA
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10. Which communications tools are needed to support these strategies and tactics? *(Be as specific as possible about the products identified and who will produce them)*

Tool	Responsible	Due Date
Communications Plan	EA	Dec. 16, 2016
Press Release	EA	Dec. 16, 2016

11. Which agencies, organizations and/or individuals should be notified?

Stakeholder Name	Contact Info	Pro/Anti/ Neutral	Contact By
The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

12. Who are the primary points of contact for this action?

Media coordinators *(For national-level plans, list at least one person from HQ Public Affairs and others from region/program if appropriate. For regional-level plans, only regional coordinators are required. Enter name, email and phone)*

- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Congressional coordinators *(Optional. Enter name, email and phone)*

- Angela Gustavson, (703) 358 -2253; angela_gustavson@fws.gov
- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Subject matter experts available for interview *(Must be approved by HQ Public Affairs for an HQ-led announcement or Regional Public Affairs for region-led announcement. Enter name, email and phone)*

- Will Meeks, 303-236-4303, Will_Meeks@fws.gov
Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
------------	--------------

14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January XX, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before [XX, XX, 2017]. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:59 PM

Conversation Contents

Draft Communications Documents for NBR

Attachments:

- /14. Draft Communications Documents for NBR/3.1
NOIforNBRCCP_Comms_V3.docx.docx
- /14. Draft Communications Documents for NBR/3.2
NBRTalkingPointsandQAV3.docx
- /14. Draft Communications Documents for NBR/3.3 NBRNOI_NR_v4.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 04 2017 11:23:30 GMT-0700 (MST)
To: Matt Hogan <Matt_Hogan@fws.gov>
Subject: Draft Communications Documents for NBR

Matt-

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<https://drive.google.com/drive/folders/0B9lqu8C79kl6RjJXeVZOck01aXc?usp=sharing>

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya.Mogadam@fws.gov
(303) 236-4572

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Wed Jan 04 2017 11:44:08 GMT-0700 (MST)

To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: RE: Draft Communications Documents for NBR

Can you give me an actual document....not sure Noreen will have access to google docs remotely. Thanks.

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 04 2017 13:40:59 GMT-0700 (MST)
To: Matt Hogan <Matt_Hogan@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Draft Communications Documents for NBR
Attachments: NOIforNBRCCP_Comms_V3.docx.docx
NBRTalkingPointsandQAV3.docx NBRNOI_NR_v4.docx

Hi Matt-

Attached are the 3 documents including a revision to the press release regarding the number of bison in the wild.

-Roya

On Wed, Jan 4, 2017 at 11:44 AM, Matt Hogan <Matt_Hogan@fws.gov> wrote:
Can you give me an actual document....not sure Noreen will have access to google docs remotely. Thanks.

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Wednesday, January 04, 2017 11:24 AM
To: Matt Hogan
Subject: Draft Communications Documents for NBR

Matt-

I will also print and update the hardcopy package but here is the link to the google documents which can be edited

<https://drive.google.com/drive/folders/0B9lqu8C79kI6RjJXeVZOck01aXc?usp=sharing>

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

--

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Deputy Assistant Regional Director, External Affairs
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Wed Jan 04 2017 13:42:37 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>

Subject: RE: Draft Communications Documents for NBR

Thanks.

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Wednesday, January 04, 2017 1:41 PM
To: Matt Hogan
Cc: Anna Munoz
Subject: Re: Draft Communications Documents for NBR

Hi Matt-

Attached are the 3 documents including a revision to the press release regarding the number of bison in the wild.

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SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) will publish a NOI for preparing a draft CCP/EIS for the National Bison Range. This NOI will outline three possible alternatives that will be included, at a minimum in the CCP.

4. **What is the proposed date to announce this action? Why has that date been selected?** *(Please note whether this date is flexible)*

January 2017, this will need to be announced when published in the Federal Register.

SECTION II: GOALS AND MESSAGES

5. **What are our primary communications goals?**

- Notify the public of this planning effort to solicit comments.
- Explain the CCP process for the NWRS

6. **What are our key messages?**

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison.
- In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- The Service and our partners, including other federal agencies, states, tribal nations,

- have made great strides in the conservation of bison across the western plains.
- The Service is proposing a minimum of three alternatives for the CCP
- One of the alternatives, the preferred alternative, would transfer the NBR lands into trust to the CSKT.

SECTION III: IMPLEMENTATION

7. **Who is leading this communications effort?** *(Check one. Note if the response is neither of these, you should be using either a Partnership, Full or Targeted plan)*

- Region HQ

8. **Which programs and/or regions does this issue involve?**

R6 NWRS and EA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
December 2016	R6-RD surname outreach. Share draft outreach HQ NWRS, EA and CLA	R6 EA Mogadam
Day before <i>FR</i> notice is available in Reading Room	Notify Confederated Kootenai Salish Tribe (CSKT)	R6 EA Mogadam
Day <i>FR</i> notice is in Reading Room	Notify Montana Congressional Delegation and Congressional Committee contacts.	HQ CLA Gustavson R6 EA Mogadam

Day FR notice Publishes	Distribute News Release	HQ EA
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10. Which communications tools are needed to support these strategies and tactics? *(Be as specific as possible about the products identified and who will produce them)*

Tool	Responsible	Due Date
Communications Plan	EA	Dec. 16, 2016
Press Release	EA	Dec. 16, 2016

11. Which agencies, organizations and/or individuals should be notified?

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

12. Who are the primary points of contact for this action?

Media coordinators *(For national-level plans, list at least one person from HQ Public Affairs and others from region/program if appropriate. For regional-level plans, only regional coordinators are required. Enter name, email and phone)*

- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Congressional coordinators *(Optional. Enter name, email and phone)*

- Angela Gustavson, (703) 358 -2253; angela_gustavson@fws.gov
- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Subject matter experts available for interview *(Must be approved by HQ Public Affairs for an HQ-led announcement or Regional Public Affairs for region-led announcement. Enter name, email and phone)*

- Will Meeks, 303-236-4303, Will_Meeks@fws.gov
Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
------------	--------------

14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, legislative transfer of lands into trust, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

No, the National Bison Range is a unique situation whereby a refuge was established wholly within a Reservation boundary for a defined purpose. Bison were on the verge of extinction, and the National Bison Range played a unique role in preventing that. The Service, as well as DOI, must constantly assess how to meet our highest conservation priorities and to respect the government-to-government relationship we have with tribal sovereign nations, like the CSKT. In this case transferring these lands, to be held in trust for the Tribes, helps us to do both.

IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to

be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request “subject matter expert” agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for “technical drafting assistance” are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies’ interests.
- The federal agencies cannot speak to if or how information provided in response to a technical drafting assistance request will be used. It can be part of the information Congress uses to draft and consider legislation.
- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service’s official process to respond to these requests.
- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester’s Office submitted a request on March 3, 2016
- Representative Zinke’s Office submitted a request on March 15, 2016

- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January XX, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS).f The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before [XX, XX, 2017]. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:59 PM

Conversation Contents

Bison Numbers Information

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 04 2017 11:08:35 GMT-0700 (MST)
To: Stephen Torbit <stephen_torbit@fws.gov>
Subject: Bison Numbers Information

Morning Steve-

Hope you had a great new years!

I am writing a news release related to National Bison Range and wanted to draft a sentence about the recovery of bison in the wild. Currently the sentence states:

The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 500,000 in the wild.

Is the 500k number accurate or should this be re-written in any way?

Thanks for your help.

-Roya

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

[Roya_Mogadam@fws.gov](mailto:roya_mogadam@fws.gov)
(303) 236-4572

Stephen Torbit <Stephen_Torbit@fws.gov>

From: Stephen Torbit <Stephen_Torbit@fws.gov>
Sent: Wed Jan 04 2017 11:29:06 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>

Subject:

RE: Bison Numbers Information

Hi Roya, there are probably 500k bison across the continent today and most of those are commercial herds. The last number I saw is a little old (2010) but the number of bison in conservation herds (closest term to wild) is 20k. You could say that today bison in the wild exceed 20k. That is the best I can say right now.

ST

Stephen C. Torbit
Assistant Regional Director
Science Applications
U.S. Fish and Wildlife Service
134 Union Blvd.
Lakewood, Colorado 80228
303-236-4602 – Office
720-626-7504 – Cell

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]

Sent: Wednesday, January 04, 2017 11:09 AM

To: Stephen Torbit

Subject: Bison Numbers Information

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(303) 236-4572

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Jan 04 2017 13:38:32 GMT-0700 (MST)
To: Stephen Torbit <Stephen_Torbit@fws.gov>
Subject: Re: Bison Numbers Information

Thank you, I revise the statement to say:

The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild.

Thanks again for your help!

On Wed, Jan 4, 2017 at 11:29 AM, Stephen Torbit <Stephen_Torbit@fws.gov> wrote:

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From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
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To: Stephen Torbit
Subject: Bison Numbers Information

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Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
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Lakewood, CO 80228

Roya_Mogadam@fws.gov

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Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
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Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

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Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 14:59 PM

Conversation Contents

Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate

Attachments:

/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/1.1 image001.png
/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/1.2 image002.jpg
/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/1.3 image003.png
/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/2.1 image001.png
/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/2.2 image002.jpg
/17. Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate/2.3 image003.png

"Shire, Gavin" <gavin_shire@fws.gov>

From: "Shire, Gavin" <gavin_shire@fws.gov>
Sent: Tue Jan 03 2017 06:46:24 GMT-0700 (MST)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate
Attachments: image001.png image002.jpg image003.png

Oops! This was in my drafts folder. Thought I'd sent it explaining my edits to the NBR release. Sorry.

G

Roya,

I made some extensive edits to the NR in Google Docs. Maybe there was a reason, but I found it odd that the TPs talked in great detail about the transfer to CSKT as our ultimate intention, yet the news release only mentioned the it at the bottom as the preferred alternative. If it's our desire to make the transfer, I think we should be up front about it right off the bat and explain why. That stuff was all in the TPs/Q&A, so why not in the release? I also felt there was a lot of technical detail in the release that we just don't need and not enough of the 'why' behind this action.

I'm sure you'll need to get opinion from others on these changes. Happy to explain my thoughts to them if necessary.

G

Gavin Shire
Chief of Public Affairs
U.S. Fish and Wildlife Service
MS: EA
5275 Leesburg Pike
Falls Church, VA 22041-3803
703-358-2649 (o)
703-346-9123 (c)
gavin_shire@fws.gov

On Thu, Dec 29, 2016 at 11:39 AM, Roya Mogadam (via Google Drive) <drive-shares-noreply@google.com> wrote:

[Roya Mogadam](#) has invited you to **contribute to** the following shared folder:

h

[NBR NOI for CCP/EIS Comm Materials](#)

Unk
profi
phot

Morning Gavin-

This is still being reviewed by the RD but wanted to get this to you sooner rather than later. The FR package is in D.C.

-Roya
[Open](#)

Google Drive: Have all your files within reach from any device.
Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

Logo for
Google
Drive

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Jan 05 2017 08:36:56 GMT-0700 (MST)
To: "Shire, Gavin" <gavin_shire@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate
Attachments: image001.png image002.jpg image003.png

Gavin-

Thanks for reviewing the news release.

The goal of the CCP is not to transfer the lands into trust but to examine the management alternatives for the National Bison Range to guide management over the next 15 years. I accepted a few of your edits but also rejected others including the quote because it focuses too heavily on one of the alternatives appearing pre-decisional.

Here is the new link to the google doc for V4 of the news release:

<https://docs.google.com/a/doi.gov/document/d/1wMgQPpy8oHYelE9g2ZXezHdAcCuiGCjCPMDpxAzK8VYk/edit?usp=sharing>

The talking points focus on legislative transfer because those are the questions we are likely to get from the public on this announcement. I have revised the TPs/Q&As to include more language about the CCP process at NBR so we have TPs that focus more broadly on the CCP.

Here is the link to V3 of the TPs/Q&As: <https://docs.google.com/a/doi.gov/document/d/1pkjFv-a7KVvK-5ORtZTkEBOK3hNT0BoZ9hEu2ZVR-ak/edit?usp=sharing>

We also made minor edits to the Comms

Plan: <https://docs.google.com/a/doi.gov/document/d/1pJwRI9nu70NpLjAjYYsnhG0BO5Q2geLqhC4DXIn9h8I/edit?usp=sharing>

These have all been approved by R6-NWRS and the Regional Director and are ready to being HQ surname. I believe the rule package is with Cynthia.

-Roya

On Tue, Jan 3, 2017 at 6:46 AM, Shire, Gavin <gavin_shire@fws.gov> wrote:

Oops! This was in my drafts folder. Thought I'd sent it explaining my edits to the NBR release. Sorry.

G

Roya,

I made some extensive edits to the NR in Google Docs. Maybe there was a reason, but I found it odd that the TPs talked in great detail about the transfer to CSKT as our ultimate intention, yet the news release only mentioned the it at the bottom as the preferred alternative. If it's our desire to make the transfer, I think we should be up front about it right off the bat and explain why. That stuff was all in the TPs/Q&A, so why not in the release? I also felt there was a lot of technical detail in the release that we just don't need and not enough of the 'why' behind this action.

I'm sure you'll need to get opinion from others on these changes. Happy to explain my thoughts to them if necessary.

G

Gavin Shire
Chief of Public Affairs
U.S. Fish and Wildlife Service
MS: EA
5275 Leesburg Pike
Falls Church, VA 22041-3803
703-358-2649 (o)
703-346-9123 (c)
gavin_shire@fws.gov

On Thu, Dec 29, 2016 at 11:39 AM, Roya Mogadam (via Google Drive) <drive-shares-noreply@google.com> wrote:
[Roya Mogadam](#) has invited you to **contribute to** the following shared folder:

h

[NBR NOI for CCP/EIS Comm Materials](#)

Unk
profi
phot

Morning Gavin-

This is still being reviewed by the RD but wanted to get this to you sooner rather than later. The FR package is in D.C.

-Roya
[Open](#)

Google Drive: Have all your files within reach from any device.
Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

Logo for
Google
Drive

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:02 PM

Conversation Contents

Fwd: article on realignment

Attachments:

/23. Fwd: article on realignment/1.1 realignment article.docx

Ryan Moehring <ryan_moehring@fws.gov>

From: Ryan Moehring <ryan_moehring@fws.gov>
Sent: Fri Nov 04 2016 08:47:54 GMT-0600 (MDT)
To: Anna Munoz <anna_munoz@fws.gov>
CC: roya_mogadam@fws.gov
Subject: Fwd: article on realignment
Attachments: realignment article.docx

Sent from my iPhone

Begin forwarded message:

From: Bernie Petersen <bernie_petersen@fws.gov>
Date: November 4, 2016 at 7:25:37 AM MDT
To: Will Meeks <will_meeks@fws.gov>, Ryan Moehring <ryan_moehring@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>
Subject: article on realignment

Just saw this

Bernard J Petersen
Refuge Supervisor for Colorado, Kansas and Nebraska
US Fish and Wildlife Service Region 6
National Wildlife Refuge System

303-236-4310 W
720-708-8026 Cell

U.S. Fish and Wildlife is proposing a dramatic reorganization of its National Wildlife Refuge system in Montana and seven other states in its “mountain prairie region” that would result in significant staff and program cuts.

In the reorganized Western Montana complex, for example, the number of employees at the Benton Lake, Swan River, Lost Trail, Nine-Pipe, Lee Metcalf and National Bison Range refuges would drop from 26 to 14.

“This is our new reality,” said a report released internally Thursday.

In some areas, reductions in staffing will lead to a shrinking commitment to active management on refuge lands, even while the land base grows, said the report.

U.S. Fish and Wildlife officials said the “Realignment Strategy Staffing Framework” was a draft document that had been in the works for three years.

“Status quo is not an option,” said the report. “We cannot operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions – it is simply not sustainable.”

Like other federal land management agencies, the national refuge system has been met with budgetary reductions that have required reductions in staffing, said Will Meeks, assistant regional director for the Mountain Prairie region.

“And so it comes down to priorities,” Meeks said. “We’re looking at larger landscapes; the Crown of the Continent and Blackfoot Valley. Engaged private landowners are now a key component of our conservation mission.”

A 2011 planning document called “Conserving the Future” set the agency’s vision for the future, which included developing new partnerships and constituencies to remain viable.

“With our growing workloads and budget realities, we will have to look for creative solutions and an increased reliance on volunteers,” said U.S. Fish and Wildlife Public Affairs specialist Ryan Moehring.

In the eight “mountain prairie” states that means taking a more regional approach.

The proposal calls for Montana, for example, to be carved into three large wetland management districts where staff could be shared between refuges.

Instead of assigning staff members to specific refuges, the positions are wrapped together in the newly created districts, without an indication on where they will be headquartered.

Meeks said those decisions await feedback from people in the field. But the report noted that some refuges today have no staff members assigned to them.

Relying more heavily on volunteers may work on paper, but may not work on the ground.

Volunteers need someone to lead them. And at the Lee Metcalf National Wildlife Refuge north of Stevensville, that person is getting ready to retire.

Bob Danley has been the longtime outdoor recreation planner at the refuge.

Pause

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Duration Time 0:00

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The proposed new list of positions doesn't include an outdoor recreation planner.

Without that position, Lee Metcalf Refuge Manager Tom Reed said the refuge's environmental education programs will be eliminated. Last year, Danley worked with 800 students and a volunteer that he mentors served another 1,200 in nearby schools.

That doesn't count the hundreds of bird watchers who count on him throughout the year.

Danley also directly works with volunteers at the refuge. Without someone in that position, Reed said there wouldn't be anyone left to manage those people.

"That takes an enormous amount of time," Reed said. "Every volunteer is different. They all come with different expectations. They want to be productive and be fulfilling a role."

Staff numbers have been declining at the Lee Metcalf Refuge for years. When Reed first came on board in 2010, there were nine permanent positions and four seasonals.

Today there are three permanent positions and one seasonal.

"We're going into our third year with no maintenance help," Reed said. "I wear a lot of hats and don't wear them all very well."

Under the current staff structure, there are five maintenance workers at four different refuges. The future staffing proposal calls for one maintenance worker for the entire complex.

State Sen. Fred Thomas, R-Stevens-ville, worries about the future of what he calls the valley's crown jewel.

"The refuge is a key local place for wildlife and people," Thomas said. "It helps make the Bitterroot Valley the fantastic place that it is."

Thomas is a member of a friends group to the refuge. He said there's been talk that significant adjustments to management of Lee Metcalf were coming soon.

"We've been waiting to see what was going to happen next," Thomas said. "Even though, it's a relatively small refuge, it's still a large tract of land that needs to be taken care of for both the wildlife and the community."

"There's a lot of work that needs to be done out there on a continual basis," he said. "The Friends group will keep a close eye on this and will work with the refuge management to come out of this as good as we can."

Meeks doesn't expect the changes will happen this year.

"We're operating on a five year timeframe," he said. "This is the first phase of implementation for meeting the needs of future."

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:02 PM

Conversation Contents

NBR Briefing Paper

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Oct 27 2016 14:04:28 GMT-0600 (MDT)
To: Will Meeks <will_meeks@fws.gov>
Subject: NBR Briefing Paper

Hi Will-

Anna took a look at this transition BP on NBR and made some edits. Please let me know if you would like any additional edits. My goal is to send this to Matt/Noreen today.

Link: https://docs.google.com/a/doi.gov/document/d/1KgLD9yKKjczU2K_ryLdQY_KnyPHX-3MOkdukpdgib2Q/edit?usp=sharing

Thanks,
Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya.Mogadam@fws.gov
(303) 236-4572

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Thu Oct 27 2016 15:17:41 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: NBR Briefing Paper

I trust you and Anna. No time to review to meet your deadline.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director

National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Oct 27, 2016, at 2:05 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

Hi Will-

Anna took a look at this transition BP on NBR and made some edits. Please let me know if you would like any additional edits. My goal is to send this to Matt/Noreen today.

Link: https://docs.google.com/a/doi.gov/document/d/1KgLD9yKKjczU2K_ryLdQY_KnyPHX-3MOkdukpdgib2Q/edit?usp=sharing

Thanks,
Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Oct 27 2016 15:20:19 GMT-0600 (MDT)
To: Will Meeks <will_meeks@fws.gov>
Subject: Re: NBR Briefing Paper

Thanks Will!

On Thu, Oct 27, 2016 at 3:17 PM, Will Meeks <will_meeks@fws.gov> wrote:
I trust you and Anna. No time to review to meet your deadline.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

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Conversation Contents

Transition Team Update: Week of October 24, 2016

Attachments:

/27. Transition Team Update: Week of October 24, 2016/1.1 FWS Potential Infrastructure Initiative_Stimulus_Region 6.xlsx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Oct 25 2016 08:59:33 GMT-0600 (MDT)
To: Noreen Walsh <Noreen_Walsh@fws.gov>, Matt Hogan <Matt_Hogan@fws.gov>
CC: "Salem, Brian" <brian_salem@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>, Stephanie Potter <stephanie_potter@fws.gov>
Subject: Transition Team Update: Week of October 24, 2016
Attachments: FWS Potential Infrastructure Initiative_Stimulus_Region 6.xlsx

Morning Matt and Noreen-

Apologies for not making it yesterday to our regularly scheduled 9:30 meeting. If you would like to meet today or any other time this week please let me know. Below is a quick summary of any updates on transition.

Update on Briefing Papers: I received an email late yesterday afternoon with an update for the transition team. We are now in the second phase of our Briefing Paper exercise. Region 6 has been asked to prepare an additional three briefing papers on the topics we suggested:

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2. National Bison Range
3. Black-footed Ferret Recovery and Sylvatic Plague Vaccine (SPV)

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projects. Attached is the list R6-NWRS sent to HQ-NWRS to respond to this request. To prioritize projects, R6-NWRS looked at (in order of importance):

1. Safety
2. Urban/High Visitation Refuge Projects
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4. Demolition of Infrastructure

Below are the top 5 projects R6-NWRS proposed (in priority order):

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In the same HQ-NWRS request, Region 6 was asked to provide a list of construction projects for priority visitor centers. This information was requested by CARE but there was some overlap in CARE's request and the request for stimulus projects. Below is the list of projects for Region 6 (in priority order). You will note that National Elk Refuge is included in this list as well.

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3. National Elk Refuge - Visitor Center - \$6,000,000
4. Alamosa/Monte Vista NWRs - Headquarters / Visitor Center - \$3,500,000
5. Fort Niobrara NWR - Headquarters / Visitor Center - \$3,500,000

Please let me know if you have any questions or if you both would like to meet today to discuss further.

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Tue Oct 25 2016 10:44:14 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: RE: Transition Team Update: Week of October 24, 2016

Can you come see me about this when you get a chance? Thx.

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Tuesday, October 25, 2016 9:00 AM
To: Noreen Walsh; Matt Hogan
Cc: Salem, Brian; Anna Munoz; Will Meeks; Stephanie Potter
Subject: Transition Team Update: Week of October 24, 2016

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-Roya

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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Oct 25 2016 11:57:23 GMT-0600 (MDT)
To: Matt Hogan <Matt_Hogan@fws.gov>
Subject: Re: Transition Team Update: Week of October 24, 2016

Will head over now :)

On Tue, Oct 25, 2016 at 10:44 AM, Matt Hogan <Matt_Hogan@fws.gov> wrote:

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From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Tuesday, October 25, 2016 9:00 AM
To: Noreen Walsh; Matt Hogan
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Noreen Walsh <noreen_walsh@fws.gov>

From: Noreen Walsh <noreen_walsh@fws.gov>
Sent: Tue Oct 25 2016 16:52:26 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: RE: Transition Team Update: Week of October 24, 2016

Thanks very much Roya

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Tuesday, October 25, 2016 9:00 AM
To: Noreen Walsh; Matt Hogan
Cc: Salem, Brian; Anna Munoz; Will Meeks; Stephanie Potter
Subject: Transition Team Update: Week of October 24, 2016

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Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:03 PM

Conversation Contents

Fwd: FW: Correspondence: NRDC endorsement of National Bison Range Restoration Act

Attachments:

/31. Fwd: FW: Correspondence: NRDC endorsement of National Bison Range Restoration Act/1.1 NRDC endorsement of restoring NBR to CSKT.pdf

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Tue Sep 27 2016 11:56:09 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: FW: Correspondence: NRDC endorsement of National Bison Range Restoration Act
Attachments: NRDC endorsement of restoring NBR to CSKT.pdf

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

From: **Stephanie Potter** <stephanie_potter@fws.gov>
Date: Tuesday, September 27, 2016
Subject: FW: Correspondence: NRDC endorsement of National Bison Range Restoration Act
To: Betsy Matten <betsy_matten@fws.gov>, Jennifer Turkington <jennifer_turkington@fws.gov>, Denise Sanchez <denise_sanchez@fws.gov>
Cc: Will Meeks <will_meeks@fws.gov>, Stephen Torbit <stephen_torbit@fws.gov>, Anna Munoz <anna_munoz@fws.gov>

FYI only – no action required at this time.

Stephanie Potter

Executive Assistant

Office of the Regional Director

Mountain-Prairie Region

U.S. Fish & Wildlife Service

303-236-7920

From: Randolph, Nikki [mailto:nikki_randolph@fws.gov]
Sent: Tuesday, September 27, 2016 11:33 AM
To: Scott Aikin; Stephanie Potter
Subject: Fwd: Correspondence: NRDC endorsement of National Bison Range Restoration Act

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

From: **Sellars, Roslyn** <roslyn_sellars@fws.gov>
Date: Fri, Sep 23, 2016 at 10:31 AM
Subject: Correspondence: NRDC endorsement of National Bison Range Restoration Act
To: Nikki Randolph <Nikki_Randolph@fws.gov>, "Hancock, Donnise L" <Donnise_Hancock@fws.gov>, "Morris, Charisa" <Charisa_Morris@fws.gov>

FYI

Roslyn

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

From: **George Waters** <george@georgewaters.com>
Date: Thu, Sep 22, 2016 at 6:29 PM
Subject: NRDC endorsement
To: jim_kurth@fws.gov, roslyn_sellars@fws.gov, scott_aikin@fws.gov, matt_hogan@fws.gov, stephanie_potter@fws.gov, megan_reed@fws.gov, ann.navaro@sol.doi.gov, stephen_quertin@fws.gov, cynthia_martinez@fws.gov, noreen_walsh@fws.gov, shaun_sanchez@fws.gov, Dan Ashe <d_m_ashe@fws.gov>, "Roth, Barry" <BARRY.ROTH@sol.doi.gov>, Hilary Tompkins <hilary.tompkins@sol.doi.gov>
Cc: brian.upton@cskt.org

Folks – Thought you might find the attached letter from the Natural Resources Defense Council supporting enactment of the National Bison Range Restoration Act of 2016 of interest. NRDC did a great job explaining how this is entirely distinguishable from privatization or transferring federal lands to the states.

The signature on the letter is a little difficult to read but it is Matt Skoglund, the Director of NRDC's Northern Rockies Office. They gave it to us during a meeting there this afternoon.

Thanks!

*George Waters, President
George Waters Consulting Service
505 Capitol Court., NE
Suite 200
Washington, DC 20002
(202) 544-3044
(202) 544-3155 fax
george@georgewaters.com*

--

Nikki S. Randolph

Chief, CCU

U.S. Fish and Wildlife Service

202-208-7535

*"It's my Life. it's now or never, I ain't gonna live forever, I just wanna live while I am
alive....." My hero... JBJ*

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542



September 16, 2016

Vernon Finley, Chairman
Confederated Salish & Kootenai Tribes
PO Box 278
Pablo, MT 59855

RE: Letter in Support of the National Bison Range
Restoration Act of 2016

Dear Chairman Finley,

On behalf of the Natural Resources Defense Council, I write to express our support of the National Bison Range Restoration Act of 2016. We fully support this bill “to restore the lands of the National Bison Range to federal trust ownership for the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation, and for other purposes.”

Given the unique history of these lands, we support their return to the Confederated Salish and Kootenai Tribes. We acknowledge the clear protection and conservation mandate contained in the bill. Regarding the future of the National Bison Range lands, the draft bill clearly states that the lands restored under this Act shall be “managed by the Tribes, consistent with the purposes of this Act, solely for the care and maintenance of bison, wildlife and other natural resources, including designation or naming of the restored land. As part of its management, the Tribes shall provide public access and education opportunities, and shall at all times have a publicly-available management plan for such land, bison and natural resources” This protection is consistent with the interest of NRDC and our members.

In regard to the unfortunately hot issue of privatizing public lands or transferring federal public lands to states – both of which NRDC vigorously opposes – the draft bill also makes clear that “[t]he provisions of this Act are uniquely suited to address the distinct circumstances, facts, history, and relationships involved with the subject bison, land and Tribes. These provisions are not intended, and shall not be interpreted, as precedent for any other situation regarding Federal land, property or facility.”

We have worked with multiple CSKT members on the Yellowstone bison issue, and we have had the honor and privilege of attending bison meetings on the Flathead Indian Reservation. We fully support the National Bison Range Restoration Act of 2016, and we look forward to the CSKT’s excellent management of these lands.

Sincerely,

NATURAL RESOURCES DEFENSE COUNCIL

317 E MENDENHALL STREET | SUITE D | BOZEMAN, MT | 59715 | T 406.556.9300 | F 406.404.1909 | NRDC.ORG

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:03 PM

Conversation Contents

PEER NBR News Release

Ryan Moehring <ryan_moehring@fws.gov>

From: Ryan Moehring <ryan_moehring@fws.gov>
Sent: Tue Sep 27 2016 09:34:18 GMT-0600 (MDT)
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: PEER NBR News Release

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

U.S. FISH & WILDLIFE DISAVOWS BISON RANGE TRANSFER PROPOSAL Retreat Is Attempted Defense for Illegal Promulgation of Refuge Give-Away Plan

Washington, DC — The U.S. Fish & Wildlife Service is formally denying that it proposed legislation to transfer the National Bison Range to a local tribe, according to the agency's latest court filing posted today by Public Employees for Environmental Responsibility (PEER). Despite substantial documentation that the agency did indeed make such a proposal, the maneuver seems designed to deflect a PEER lawsuit charging it with forgoing statutorily required environmental review prior to proposing legislation.

In its answer filed on September 21, 2016 to the PEER lawsuit pending in U.S. District Court in Washington, DC, government lawyers for the Fish & Wildlife Service (FWS) "deny that they have announced a legislative proposal to transfer the National Bison Range out of the National Wildlife Refuge System." In this revised version of events, "Director Ashe did not state that FWS 'initiated' a transfer of the NBR... FWS' position was to support the CKST's [Confederated Salish and Kootenai Tribes] proposal for legislation." Even more strained is the assertion that congressional briefings the agency set up were because the delegation "requested that FWS brief them on the history of the NBR [National Bison Range]."

Statements in this filing are flatly contradicted by documents obtained by PEER under the Freedom of Information Act, such as a February 18, 2016 email from Ashe saying that he was "ready to begin work to draft legislation." Indeed, the

agency is withholding drafts of legislation circulated internally. Moreover, even the decision to support legislation triggers the need for review under the National Environmental Policy Act. It was FWS' violation of this same statute that was the basis of a PEER lawsuit which resulted in a 2010 court order striking down an agreement to co-manage the refuge with the CSKT.

“Orphaning its own plan flies in the face of a paper trail proving the paternity of the Service’s brainchild,” stated PEER Senior Counsel Paula Dinerstein, pointing to the pattern of obfuscation and duplicity by senior FWS officials, particularly Ashe, on not only their plans for Bison Range but also on a host of other policy matters. “This is only the latest example of Dan Ashe speaking with a forked tongue.”

This tactical disavowal may doom the Bison Range transfer plan, which has no congressional sponsor as the end of the session looms. Despite efforts to dispel concerns (such as the CSKT converting it into a gambling casino), the tribe’s latest legislative draft still lacks any enforceable guarantees that the Bison Range continues to operate as a wildlife refuge; that its invaluable bison herd will be maintained intact; or that it remains open to the public. The Bison Range draws more than 200,000 visitors annually, mainly from outside Montana.

One part of the PEER suit the government appears to concede is that the National Bison Range has never had a Comprehensive Conservation Plan. Required by law since 1997, this plan constitutes the primary statutory mandate guiding administration of national wildlife refuges. Nor has FWS yet announced any schedule for preparing this required management plan for Bison Range.

“The Bison Range has suffered from its prolonged state of political limbo,” Dinerstein added, noting that staffing at the Bison Range has been allowed to drop to an all-time low. “PEER will be pressing the next administration to restore Bison Range as the Crown Jewel of the National Wildlife Refuge System.”

###

[Read the FWS court filing](#)

[Compare with allegations in PEER suit](#)

[View paper trail confirming FWS parentage of Bison Range proposal](#)

[See critical problems with CSKT proposal](#)

[Examine related Dan Ashe integrity issues](#)

* To unsubscribe from future emails, go to

<http://org.salsalabs.com/o/823/unsubscribe.jsp>. To update your information (including action and donation history), log into your online PEER account <https://org.salsalabs.com/o/823/profile/login.jsp>

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:03 PM

Conversation Contents

DCN: 064115 - National Bison Range

Attachments:

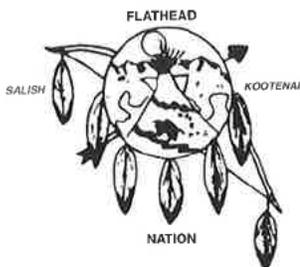
/33. DCN: 064115 - National Bison Range/1.1 nbc_20160919165858.pdf

denise_sanchez@fws.gov

From: denise_sanchez@fws.gov
Sent: Wed Sep 21 2016 11:32:14 GMT-0600 (MDT)
To: anna_munoz@fws.gov, ivy_allen@fws.gov,
Roya_Mogadam@fws.gov
Subject: DCN: 064115 - National Bison Range
Attachments: nbc_20160919165858.pdf

No response required at this time. National meeting at HQ this week with tribe.

76- DA -



THE CONFEDERATED SALISH AND KOOTENAI TRIBES
OF THE FLATHEAD NATION
P.O. BOX 278
Pablo, Montana 59855
(406) 275-2700
FAX (406) 275-2806
www.cskt.org



A Confederation of the Salish,
Pend d' Oreille
and Kootenai Tribes

TRIBAL COUNCIL MEMBERS:
Vernon S. Finley - Chairman
Len Twoteeth - Vice Chair
Troy Felsman - Secretary
Anita Matt - Treasurer
Ronald Trahan
Shelly R. Fyant
Leonard W. Gray
Carole Lankford
Dennis Clairmont
Patty Stevens

September 14, 2016

Mr. Dan Ashe, Director
U.S. Fish & Wildlife Service
U.S. Department of the Interior
1849 C St., NW
Washington, D.C. 20240

Via electronic mail at: d_m_ashe@fws.gov

original to follow via express delivery

Re: Revised Draft National Bison Range Restoration Legislation

Dear Director Ashe,

As you know, the Confederated Salish and Kootenai Tribes (Tribes) have continued to develop draft legislation that would restore the National Bison Range to federal trust ownership for the Tribes, with requirements for continued bison conservation and continued public access. Over recent months, the Tribes have taken the following steps:

- 1) We have met, and continue to meet, with representatives of numerous conservation groups in Montana and Washington, D.C.;
- 2) We posted our draft National Bison Range restoration legislation online in June (<http://bisonrangeworkinggroup.org>) so the public could review, and comment on, the draft bill;
- 3) We conducted a public comment period that was originally scheduled from June 10th through June 24th, but which we extended through July 15, 2016;
- 4) We held a public meeting in Pablo, Montana at which we: presented and explained the draft legislation; provided five Tribal staff from our Natural Resources and Legal Departments to discuss the legislation with attendees and answer any questions; and collected public comments. The Tribes advertised this meeting heavily in local print and radio media, resulting in approximately 150 attendees;

- 5) We analyzed the public comments received and posted all of them on our Bison Range Working Group website, along with Tribal responses to issues raised in the comments (*copy of Tribal responses attached*); and
- 6) As a result of the public comments and our meetings with conservation groups and local governments, we have further revised our draft legislation, a copy of which is attached.

Throughout these efforts, we have emphasized that the draft legislation would require continued public access, as well as continued management solely for bison, wildlife, and natural resource conservation.

National, state, and local groups such as the National Wildlife Federation, Montana Conservation Voters, Headwaters Montana, and Mission Mountain Audubon have supported our draft legislation, as have the National Congress of American Indians and the Rocky Mountain Tribal Leaders Council. We are continuing our outreach activities and meetings with conservation groups and other stakeholders.

We have conveyed the attached revised draft legislation to the Montana Congressional delegation and are continuing our discussions with them regarding introduction of the bill. Please let me know if you have any questions or would like to discuss this further. I appreciate your support for this effort.

Thank you,



Vernon S. Finley, Chair
Tribal Council

cc: Jim Kurth
Stephen Guertin
Cynthia Martinez
Scott Aikin
Noreen Walsh
Lawrence Roberts
Mike Black

Attachments: *revised draft National Bison Range Restoration Act of 2016*
Tribal responses to public comments (as posted on bisonrangeworkinggroup.org)

S.

9/13/16 revised draft

Title: To restore the land of the National Bison Range to federal trust ownership for the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation for continued bison and wildlife conservation, for continued public access, and for other purposes.

IN THE SENATE OF THE UNITED STATES

_____, 2016

Mr. _____ introduced the following bill, which was read twice and referred to the Committee on _____:

A BILL

To restore the lands of the National Bison Range to federal trust ownership for the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “National Bison Range Restoration Act of 2016”.

SECTION 2. DEFINITIONS.

In this Act:

- (a) BISON. - The term “bison” means North American plains bison.
- (b) NATIONAL BISON RANGE. - The term “National Bison Range” means all land within the Reservation that was reserved for the national bison range in the matter under the heading

“NATIONAL BISON Range” under the heading “Miscellaneous” under the heading “DEPARTMENT OF AGRICULTURE” in the Act of May 23, 1908, 35 Stat. 267, chapter 192: 16 U.S.C. § 671.

- (c) RESERVATION. -
 - (1) IN GENERAL. - The term “Reservation” means all land within the exterior boundaries of the Flathead Indian Reservation established under the Treaty of Hell Gate, notwithstanding the issuance of any patent on the Reservation.
 - (2) INCLUSION. – The term “Reservation” includes any right-of-way running through the Reservation.
- (d) SECRETARY. - The term “Secretary” means the Secretary of the Interior.
- (e) TREATY OF HELL GATE. – The term “Treaty of Hell Gate” means the Treaty between the United States and the Flathead, Kootenay, and Upper Pend d’Oreilles Indians concluded at Hell Gate July 16, 1855 (12 Stat. 975).
- (f) TRIBES. - The term “Tribes” means the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation in the State of Montana.

SECTION 3. FINDINGS; PURPOSES.

- (a) FINDINGS.

The Congress finds that -

- (1) the Tribes, comprised of the Salish, Kootenai and Pend d’Oreilles people, are a federally-recognized Indian tribe for whom the Flathead Indian Reservation was set aside in 1855 under the Treaty of Hell Gate;
- (2) the National Bison Range was established as a conservation measure in 1908, a time when the bison were at grave risk of extinction;
- (3) the National Bison Range is located in the middle of the Reservation on land that was acquired by the United States in what was later held, in the civil action entitled “*Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation, Montana v. United States,*” (437 F.2d 458 (Ct.Cl. 1971)), to be a taking under the Fifth Amendment;
- (4) The Tribes never consented to the removal of the land described in paragraph 3) from Tribal ownership;
- (5) since time immemorial until the National Bison Range was established, the Tribes had used that land for hunting, fishing, and gathering, and cultural, and many other purposes;
- (6) (A) in the 1870’s, when slaughter resulted in the risk of bison extinction, a Pend d’Oreille man named Little Falcon Robe received approval from leaders of the Tribes to bring orphaned bison calves to the Reservation for purposes of starting a herd for subsistence and conservation purposes.
 - (B) starting with just a few bison calves, the animals grew into a large herd under the stewardship of members of the Tribes, who later included Michel Pablo and Charles Allard; and
 - (C) the Reservation was the home of that free-ranging herd of bison for decades before the creation of the National Bison Range;

- (7) when the Reservation was opened for homesteading, a free-ranging bison herd was no longer feasible, resulting in Michel Pablo selling the herd to off-Reservation interests;
- (8) many of the bison, or their descendants, from the Tribal member-managed herd were repurchased and brought back to the Reservation to form the original herd for the National Bison Range;
- (9) the bison herd at the National Bison Range descends largely from a herd started and managed as described in paragraph (6);
- (10) the Tribes have played a substantive role as conservation leaders, often in partnership with the National Bison Range, and they have demonstrated a long term commitment to responsible management of the land and resources surrounding the National Bison Range, and they desire to carry out the purposes for which the National Bison Range was established by Congress;
- (11) the Tribes have extensive experience in wildlife and natural resources management, including:
 - (A) the establishment and management of the 91,000-acre Mission Mountains Tribal Wilderness, the first tribally designated wilderness area in the United States;
 - (B) special management districts for large animals, such as the Little Money Bighorn Sheep Management Area and the Ferry Basin Elk Management Area; and
 - (C) the restoration and management of bighorn sheep populations, peregrine falcons and trumpeter swans on the Reservation;
- (12) the Tribes have an extensive history of successful partnerships with Federal agencies on issues such as –
 - (A) threatened and endangered species management;
 - (B) migratory waterfowl management; and
 - (C) wetland habitat management;
- (13) the Tribes have entered into prior management-related agreements at the National Bison Range under title IV of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 458aa, *et seq.*), and the Tribes and the United States desire to build on past and current partnerships, as well as honor and further the Federal and tribal objectives of increasing tribal autonomy and tribal governmental capacity;
- (14) bison are no longer critically imperiled, as bison were at the time the National Bison Range was established;
- (15) the facts and history regarding the Federal government, the Tribes, the bison and land on the Reservation acquired for the National Bison Range, are exceptional circumstances that warrant action by Congress; and
- (16) the United States should hold title to the land comprising the National Bison Range, with beneficial title of the land being restored to the Tribes for –
 - (A) continued bison conservation;
 - (B) other wildlife and natural resource management purposes; and
 - (C) other non-conflicting purposes of the Tribes.

(b) PURPOSES. - The purposes of this Act are -

- (1) to acknowledge the history, culture, and ecological stewardship of the Tribes with respect to the land on the Reservation acquired for the National Bison Range, bison, and other natural resources;
- (2) to ensure that the land, bison, and other resources continue to be protected and enhanced;
- (3) to continue public access and education opportunities; and
- (4) to ensure a smooth transition for the land, bison and other natural resources as the land is restored to Federal trust ownership for the benefit of the Tribes.

**SECTION 4. RESTORATION OF THE NATIONAL BISON RANGE LAND TO THE UNITED STATES
TO BE HELD IN TRUST FOR THE TRIBES.**

(a) RESTORATION OF LAND. -

(1) IN GENERAL. - Notwithstanding any other provision of law, for the purposes of conserving bison, wildlife, and natural resources, and for the purposes of safeguarding the interests of the Tribes in those resources and the traditional, cultural, and other interests of the Tribes, all land comprising the National Bison Range (including all natural resources, interests and appurtenances of that land) is assigned to be held in trust by the United States for the benefit of the Tribes. Such lands shall be part of the Flathead Indian Reservation and administered under the laws and regulations applicable to Indian trust lands.

(2) ADMINISTRATION. - The land restored by paragraph (1) shall be -

(A) part of the Reservation;

(B) administered under the laws and regulations applicable to Indian trust land;

and

(C) managed by the Tribes, consistent with the purposes of this Act, solely for the care and maintenance of bison, wildlife, and other natural resources, including designation or naming of the restored land. As part of its management, the Tribes shall provide public access and education opportunities, and shall at all times have a publicly-available management plan for such land, bison and natural resources, which shall include actions to address management and control of invasive weeds.

(b) CONVEYANCE OF BUILDINGS AND OTHER STRUCTURES. -

(1) IN GENERAL. - The United States conveys to the Tribes, to own in fee, all United States ownership of, and interest in, all buildings, structures, improvements and appurtenances located on the land restored by subsection (a)(1).

(2) PERSONAL Property. The United States may convey to the Tribes any personal property owned by the United States and found on, or otherwise associated with, the land restored by subsection (a)(1).

(c) RELINQUISHMENT OF RIGHTS TO BISON. - The United States relinquishes to the Tribes all interests the United States may have in the bison on the land restored by subsection (a)(1).

(d) TRANSITION.-

(1) IN GENERAL. - Notwithstanding any other provision of law, during the 2-year period beginning on the date of enactment of this Act, the Secretary shall cooperate with the Tribes in transition activities regarding the management of land, bison and other resources conveyed by this Act, including by providing to the Tribes funds, personal property, equipment, or other resources determined appropriate by the Secretary for performance of, or assistance with, those types of activities that, as of the date of enactment of this Act, the Secretary performs at the National Bison Range.

(2) EFFECT. - Nothing in this subsection authorizes the Secretary to retain ownership or control of any real or personal property conveyed by this Act.

(e) PAYMENTS TO CERTAIN COUNTIES. -

(1) IN GENERAL. - In order to reduce the financial impact on the counties in which the land restored by this Act is located, for each of the first 5 full fiscal years beginning after the date of enactment of this Act, the Secretary shall make payments to Lake County and Sanders County in the State of Montana, out of amounts in the fund established under section 401(a) of the Act of June 15, 1935 (49 Stat. 378, chapter 261; 16 U.S.C. 715s(a)).

(2) AMOUNT OF PAYMENTS. - The payments under paragraph (1) shall be in an amount equal to 90 percent of the amount each county would have received if this Act had not been enacted.

(3) TREATMENT OF LAND FOR PURPOSES OF CALCULATING PAYMENTS. - For the limited purposes of calculating payments to Lake County and Sanders County under this subsection and section 401 of the Act of June 15, 1935 (49 Stat. 378, chapter 261; 16 U.S.C. 715s) the land restored by this Act shall be treated as if the land was a "fee area" (as defined in section 401(g) of the Act of June 15, 1935 (49 Stat. 378, chapter 261; 16 U.S.C. 715s(g))).

(f) REPEAL. - The matter under the heading "NATIONAL BISON RANGE" under the heading "Miscellaneous" under the heading "DEPARTMENT OF AGRICULTURE" in the Act of May 23, 1908 (35 Stat. 267, chapter 192; 16 U.S.C. 671) is repealed.

(g) LIABILITY. -

(1) FUNDING FOR LIABILITY INSURANCE.- For the continued protection of the public, and as long as public visitation is required by Federal law for the land restored by this Act, the Secretary shall provide the Tribes with funding sufficient to procure liability insurance covering tort actions filed by members of the public.

(2) LIABILITY OF TRIBES. - The Tribes shall not be liable for any land, soil, surface water, groundwater, or other contamination, injury or damage resulting from the storage, disposal,

release or presence of any hazardous substance (as defined in section 101 of the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (42 U.S.C. 9601), on any portion of the land restored by this Act on or before the date of the conveyance, unless the Tribes would otherwise have been responsible for the storage, disposal, release or presence.

(h) CLAIMS AGAINST THE UNITED STATES. - No claims may be brought pursuant to sections 701 through 708 of title 5, United States Code, or section 1491 or 1505 of title 28, United States Code, against the United States, or any agency, officer, or employee of the United States, concerning the pre-conveyance or post-conveyance management of the land and other property conveyed by this Act.

(i) EFFECT. - Nothing in this Act – relieves the United States of any obligation under section 120(h)(3) of the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (42 U.S.C. 9620(h)(3)).

(j) NO PRECEDENT. - The provisions of this Act are uniquely suited to address the distinct circumstances, facts, history, and relationships involved with the subject bison, land and Tribes. These provisions are not intended, and shall not be interpreted, as precedent for any other situation regarding Federal land, property or facility.

(k) INDIAN GAMING REGULATORY ACT. - The lands restored by this Act shall not be eligible, or used, for any gaming activity carried out under the Indian Gaming Regulatory Act (25 U.S.C. 2701 et seq.).

Responses of the Confederated Salish and Kootenai Tribes to Public Comments on the Tribes' Draft "National Bison Range Transfer and Restoration Act of 2016"

The Confederated Salish and Kootenai Tribes have collected over 150 comments on the Tribes' draft "National Bison Range Transfer and Restoration Act of 2016". These comments were solicited through the Bison Range Working Group website, which was established by the Tribes to notify the public of the draft legislation and to collect public comments, as well as through a public meeting held in Pablo, Montana on July 12, 2016. The comment period opened on June 10, 2016, was extended beyond its original closing date of June 24th, and closed on July 15, 2016.

The total number of comments received during that period was 153. Several individuals submitted more than one comment; the number of unique individuals/organizations that submitted comments is 145. Of those, approximately 76 commenters supported the Tribes' draft legislation, approximately 55 commenters opposed it, and 14 commenters presented questions or concerns without supporting or opposing the proposed legislation.

All of these comments have been posted on the Bison Range Working Group website (www.bisonrangeworkinggroup.org). To respect commenters' privacy, their email addresses, physical addresses (other than city/state), and phone numbers have been redacted from the comments prior to posting.

Below are a number of comments, concerns and questions that were raised in the public comments, along with responses from the Tribes. In the responses, the Confederated Salish and Kootenai Tribes are referred to as "Tribes", the draft National Bison Range Transfer and Restoration Act of 2016 is referred to as the "Act", the National Bison Range is referred to as "Bison Range", the Flathead Indian Reservation is referred to as "Reservation", and the U.S. Fish & Wildlife Service is referred to as "FWS" or the "Service".

1) Precedent

Comment: Some commenters expressed concern that passage of the Act would set a precedent for conveyance of other federal lands or facilities. One commenter asserted that "[g]iving ownership of the NBR to the CSK Tribe would by definition set a precedent of giving a federal wildlife refuge to a non-governmental entity." Other commenters pointed out that the Bison Range "is a completely unique situation and should not in any way be construed as a precedent regarding other federal properties."

Response: The Act directly addresses the issue of precedent. As a matter of law, Section 4(i) of the Act would prohibit the interpretation of the Act as a precedent. This section reads as follows:

The provisions of this Act are uniquely suited to address the distinct circumstances, facts, history, and relationships involved with the subject bison, lands and Tribes. These provisions are not intended, and shall not be interpreted, as precedent for any other situation regarding federal properties or facilities.

As a practical matter, the facts surrounding the history of the National Bison Range do not lend themselves to creating a precedent for other situations. Unlike most federal properties, the Range is located in the center of an Indian Reservation that was reserved by Treaty, on lands which the Tribes never consented to convey. Underscoring this uniqueness is the fact that the lands were the subject of a federal judicial decision holding that the lands had been unconstitutionally taken within the meaning of the Fifth Amendment of the U.S. Constitution (see *Confederated Salish and Kootenai Tribes of the Flathead Reservation, Montana v. United States*, 437 F.2d 458, 485 (1971)). The history of how Tribal members had initially brought the ancestors of the Range's bison herd to the Flathead Indian Reservation makes the Bison Range situation even more unique and unlike that of any other federal property or facility. Further distinguishing this situation are the Tribes' two prior Tribal Self-Governance agreements, under which they had assisted with National Bison Range operations in 2005-06 and 2008-2010.

While one commenter expressed concern that the Act would create a precedent for "giving" a federal wildlife refuge to a "non-governmental entity", the Confederated Salish and Kootenai Tribes are a federally-recognized tribal government and so the Act could create no precedent for a transfer to a non-governmental entity.

2) **Access**

Comment: Several commenters asked about public access. One commenter asked whether the Tribes might impede access through "exorbitant entry fees". Another commenter asked whether fishing access would continue. At least one individual asked whether a person would be required to have a Tribal recreation permit in order to access the Bison Range.

Response: The Tribes have always agreed that public access must be required under the draft legislation, and this has been a key factor in FWS' support for the Bison Range restoration concept. Continued public access would be required by Section 4(d) of the Act. Fishing access would also continue under the Tribes' management. As a practical matter, the Tribes already provide public access to most Tribal lands on the Flathead Indian Reservation, so continued access at the National Bison Range would be consistent with the Tribes' current and past practices. This existing public access to Tribal lands includes fishing access. Public access at the Bison Range would continue to be guided by conservation and public safety considerations.

Maintaining reasonable entry fees would support the Tribes' interests in public education and visitor experiences at the Bison Range, whereas exorbitant fees would undermine those priorities.

The Bison Range would continue to be subject to its own fee structure. Access would therefore not depend on whether a person had a Tribal recreation permit.

3) **Additional access points**

Comment: Some commenters inquired about additional access points to the National Bison Range, and several individuals suggested an entrance off Highway 93 and/or at the top of Ravalli Hill.

Response: The Tribes do not currently have plans for new points of access to the National Bison Range. However, the Tribes may consider such access points if there was reason to believe that they would improve the visitor experience while still protecting the Range's natural resources.

The Tribes have developed, and currently maintain, the existing Ravalli Hill scenic turnout interpretive area on Highway 93, on Tribally-owned land adjacent to the Bison Range. The public generally considers, and uses, this site as a public access Bison Range viewing area. The U.S. Fish & Wildlife Service considers the public access viewing from this site when it estimates annual overall public uses and visitation of the National Bison Range. Use of this Tribally-owned and managed site will not change in the future, but may be considered for expanded visitor experiences and interpretation.

4) **Interpretive opportunity**

Comment: Some commenters said that the proposed Bison Range restoration would allow for improved interpretive opportunities through greater incorporation of the Tribes' cultural and historical ties to the land, bison, and other natural resources found at the Range.

Response: The Tribes agree that the proposed Bison Range restoration would greatly expand the Tribes' ability to incorporate aspects of Tribal historical and cultural connections to the Range's land, bison and other natural resources. Based upon comments, as well as past feedback from the public, the Tribes believe that many people would welcome such interpretive additions.

5) **Funding**

Comment: Several commenters asked how the Tribes would fund operation of the Bison Range, and a couple of commenters questioned whether the Tribes may charge higher admittance fees.

Response: Under the Act, after the two-year transition period provided for in Section 4(e) of the Act (and addressed in item #7 of these responses), the Tribes would fund annual operations of the Bison Range – the federal government would no longer fund them. The Tribal Council is committed to funding the Bison Range at a degree that will maintain or exceed its current level of operation. Some portions of Bison Range operations may be able to be performed or addressed through existing staff in the Tribes' Natural Resources, Lands, or Maintenance departments. The Tribes would likely assess the current bookstore concession at the Bison Range visitor center to evaluate for expanded opportunities related to visitor needs and expectations, which could also assist with meeting annual funding needs.

Maintaining or increasing the current level of visitation would be one part of the budget planning process, and would dovetail with planning for public education opportunities, which are a priority for the Tribes. As stated above, maintaining reasonable entry fees would be essential to supporting the Tribes' interests in public education and visitor experiences at the Bison Range, whereas exorbitant fees would undermine those priorities.

6) **Past compensation**

Comment: Several commenters alleged that the Tribes had been paid twice for the land upon which the National Bison Range was established, and one commenter claimed that the Tribes were paid over \$22,200,000 for the land. Some commenters asked whether the Tribes would repay the United States for the National Bison Range lands and improvements.

Response: Some of these comments appear to confuse amounts identified in the federal Court of Claims' 1971 decision *Confederated Salish and Kootenai Tribes of the Flathead Reservation, Montana v. United States*, 437 F.2d 458 (1971). In that decision, the court held that the Tribes had not consented to the federal taking of numerous lands within the Flathead Indian Reservation, among them the National Bison Range. The court further held that the United States, in its eminent domain acquisition of the land for the National Bison Range, had not paid the Tribes fair market value for the land, thereby violating the Fifth Amendment of the U.S. Constitution. The decision concerned many properties within the Flathead Indian Reservation; the National Bison Range was just one part of those lands.

The court used 1912 fair market value prices to determine what the United States should have paid the Tribes when it had taken the land for the Bison Range, as well as other Reservation lands. While the decision awarded the Tribes \$6,066,668.78, plus interest, for all of the lands which were the subject of the court case, only a small portion of that amount was for the National Bison Range (less than \$250,000). Some commenters are apparently referring to this court-ordered payment of fair market value as being a "second payment" to the Tribes when, in fact, it simply required the United States to remedy the fact that it had never paid the Tribes the constitutionally-required "just compensation" for the taking of the land.

While the draft Act does not specifically provide for repayment of these funds, it does provide the federal government with savings that would exceed such a repayment amount within one or two years of Tribal operation of the Range – and far exceed such an amount over the course of several years, let alone decades. Since the federal government would no longer be expending its annual level of \$700,000-\$1,000,000 on Bison Range management, it would save that amount each year through Tribal funding of the Bison Range - while still benefitting from the same conservation management and public access requirements in the Act.

It is important to remember that, when the United States took the land for the National Bison Range, the Tribes also suffered injuries, including access prohibitions and restrictions, which have never been compensated by the United States.

7) **Transition period**

Comment: One commenter expressed a belief that the Tribes could fund Bison Range operations on their own during the transition period, and would not need funding from the Interior Department. Another commenter stated that the draft legislation could be revised to increase the level of transition period funding.

Response: Both the Tribes and the U.S. Fish & Wildlife Service agree that it would be in the best interest of the natural resources involved for the two governments to cooperate in transitioning from federal to tribal management of the Bison Range. Section 4(e) of the Act provides for a transition period of two (2) years, during which the Interior Secretary would be directed to cooperate in, and assist with, the transition from federal to Tribal management. Such cooperation could take the form of: funding; transfer of equipment or personal property; assignment of staff via Intergovernmental Personnel Act agreements; or other assistance. This part of the legislation reflects the fact that both parties are equally interested in caring for the natural resources at issue. A smooth transition at the Range is in the public interest.

8) **Genetics**

Comment: Several commenters mentioned the genetic values of the National Bison Range's bison herd, and expressed concern that such values continue to be safeguarded.

Response: The professionals at the Tribes' Natural Resources Department fully appreciate and value the genetic characteristics and values of the bison herd at the National Bison Range. From a broader perspective, those genetic characteristics are a scientific representation of the uniqueness of this particular herd and its cultural and historic value to the Tribes. The Tribes would continue to manage this bison herd with this genetic value in mind.

9) **Weed control/management**

Comment: Several commenters mentioned the importance of weed control and management.

Response: The Tribes recognize the importance of controlling and managing invasive/noxious weeds. The Tribes currently devote a great deal of resources to weed control on the Reservation, having spent over \$545,000 during the period of fiscal years 2012-2016. Under the National Bison Range's existing management plan, which the Tribes helped develop, weed management projects are identified as high priority. Under Tribal management of the Bison Range, the Tribes would continue this prioritization.

10) **Restoration of land to Indian Tribes**

Comment: Several commenters expressed blanket opposition to the concept of restoring land to Indian tribes. Comments included such statements as:

- "Given the logic being used here, all non Indians [*sic*] should be moving out of the country and returning all lands back to the Native Americans."
- "Dangerous precedent to begin 'giving back' land to tribes"
- "we cannot undo the past"

Response: The Tribes believe that the Act should be evaluated on the merits of its own unique facts and history. While some individuals may oppose any sort of land transfer to a tribal government, or to Indians in general, such opposition does not have support in the law nor does it make for sound policy development.

11) Sentiments towards Indians and Indian tribes

Comment: A number of commenters expressed animosity towards Indians or tribes generally, without reference to the draft Act. Examples include:

- "leave the Bison Range in Federal hands the Indians lazy bastards will just screw it up" [*sic*]
- "I, like so many taxpaying residents of Montana, am getting tired of the tribes demanding things to which you are not entitled." [*sic*]
- "I think it's time that reservations be abolished [*sic*], tribal members fully assimilated into American society as a whole, including paying their fair share of taxes."
- "Tell the minority people who live in this country to get off their ass, get an education or trade and make a living like the rest of us have done or are doing! . . . The sacrifices that have been made by white people for 240 years are what has made this country great." [*sic*]
- Native Americans "exhibit no motivation to lift themselves out of poverty or ignorance."
- ". . . DON'T give the Indians control of any and all wildlife species on OUR land." and
- "Indian tribes and their members are just unable and unwilling to properly protect a species like the bison."

Response: Comments that derive from racist beliefs or bigotry are outside the scope of these responses, but obviously have little value in any objective evaluation of the Tribes' draft legislation.

Some of these comments reflect a mistaken belief that Indian people do not pay taxes. While members of federally-recognized tribes are not subject to some taxes, such as state income taxes if the tribal member both resides and works within his/her own Indian reservation, tribal members are subject to many state and federal taxes, including federal income tax.

12) Changing the name of the National Bison Range

Comment: Several commenters addressed the potential for the name of the National Bison Range to be changed, as provided in Section 4(d) of the draft legislation. Two commenters suggested new names for the facility, such as "Big Medicine Range", or naming it after the Pend d'Oreille man who first brought the bison to the Flathead Indian Reservation from east of the Continental Divide. One commenter indicated he would not want to see the name changed.

Response: While no official discussion on this issue has taken place yet, the Tribes see value, as some commenters suggested, in possibly renaming the National Bison Range to reflect historical or cultural aspects of the Range. The draft legislation does not require renaming of the National Bison Range, but would recognize the Tribes' ability to do so.

13) Senior Passes/Golden Age Passports

Comment: Several commenters asked whether Senior Passes or Golden Age Passports would still be honored by the Tribes if the National Bison Range were restored to federal trust ownership for the Tribes.

Response: Senior Passes and Golden Age Passports are lifetime passes issued by the federal government for entry into various federal facilities such as National Parks and National Wildlife Refuges (*see* <http://store.usgs.gov/pass/senior.html>). The Tribal Council has not yet considered whether it would continue to honor such passes. However, providing low-cost services or programs for elders is common within the Tribal government.

14) National Environmental Policy Act (NEPA)

Comment: A couple of commenters made references to the National Environmental Policy Act (NEPA), including assertions of its application to this comment period.

Response: The public comments solicited and received by the Confederated Salish and Kootenai Tribes are not subject to the provisions of NEPA which, by its own terms, applies to major federal (not tribal) actions.

15) Hunting

Comment: One commenter asked whether hunting would be allowed on the Bison Range.

Response: Although hunting is allowed on some National Wildlife Refuges, public hunting is not currently allowed on the National Bison Range, although there are periodic "management hunts" used for population control of certain animals. The Tribes do not envision changes to this.

16) Ninepipe and Pablo Refuges

Comment: One commenter asked who would manage the Ninepipe and Pablo National Wildlife Refuges.

Response: The Ninepipe and Pablo Refuges are both located on land held in trust by the federal government for the Confederated Salish and Kootenai Tribes, and are both currently administered by FWS as part of the National Bison Range Complex. The Act would not affect management of either the Ninepipe or Pablo Refuges. FWS would continue to manage both, although they would likely be administered out of another refuge, such as Lost Trail or Benton Lake Refuges. Changing administrative headquarters for a refuge is not a new concept. The Lost Trail National Wildlife Refuge has been removed and added to the National Bison Range Complex in the past.

The Ninepipe and Pablo Refuges were both originally established as refuges after years of Tribal requests for the federal government to designate them as bird conservation areas. In 1921, the federal government finally agreed and President Warren Harding issued Executive Orders designating both Ninepipe and Pablo as refuges. In 1948,

Congress approved the purchase by the federal government from the Tribes of perpetual easements for use of Ninepipe and Pablo for refuge purposes.

17) Cooperative opportunities

Comment: One commenter saw opportunity in the draft legislation for Tribal cooperation with state & federal programs such as Montana Conservation Corps (MCC).

Response: The Tribes appreciate this suggestion and note that nothing in the draft legislation would preclude or hinder such cooperation. The Tribes have a long and extensive history of cooperating with other governments and entities in the pursuit of conservation management, including at the National Bison Range.

18) Shared management track record

Comment: One commenter asserted that past shared management at the National Bison Range had "failed".

Response: The last Tribal Self-Governance agreement at the National Bison Range was very successful. Both the Tribes and the U.S. Fish & Wildlife Service were pleased with the constructive relationship that they jointly built at the Bison Range under their 2008-2010 partnership. However, unlike past Tribal Self-Governance agreements, under the Act the Tribes would be the sole manager of the Range – there would not be shared management between Tribal and federal governments. This would not, however, preclude continued cooperation between the two governments.

19) Tribal preference in hiring

Comment: One commenter expressed concern about the Tribes' "preferential hiring practices".

Response: Under Tribal law, the Tribes have adopted hiring preferences for Tribal members and other members of federally-recognized Indian tribes. This is consistent with federal law. However, the Tribes also hire many non-Indian and non-Tribal member employees. Under the Tribes' last partnership agreement at the National Bison Range, the Tribes hired and employed some non-Indian staff, including the manager of the Tribes' Bison Range staff.

20) Separate bison herd

Comment: One commenter suggested that the Tribes start a bison herd of their own, on Tribal land, while leaving the National Bison Range a National Wildlife Refuge.

Response: Starting its own herd elsewhere on the Reservation would not reunite the Tribes with either the land that had been taken from its Reservation or the bison herd which Tribal members had helped make possible. Nor would this approach of separate herds address the issue of how the Tribes could partner with the U.S. Fish & Wildlife Service at the National Bison Range. This partnership question has consumed a great deal of Tribal and federal resources over the last 22 years, since the passage of the Tribal

Self-Governance Act. The Act would resolve that question by restoring the Bison Range to federal trust ownership for the Tribes.

21) Revising financial assistance to Counties

Comment: One commenter suggested that the Tribes' draft legislation could either lengthen the time period for phasing out the Refuge Revenue Sharing payments to Sanders and Lake Counties, or increase the amount of such payments to those Counties.

Response: The Tribes appreciate this suggestion, and share the concern of easing any transition in the Counties' budgets. The Tribes have considered alternatives to the provisions in Section 4(f) of the draft Act, and have discussed alternatives with both Sanders and Lake Counties. Those discussions may result in changes to this part of the draft legislation.

22) U.S. Fish & Wildlife Service motives

Comment: One commenter questioned the motives of the U.S. Fish & Wildlife Service in supporting the proposed Bison Range restoration, and asserted disbelief that the FWS support arose from either concern for tribal self-governance or conserving limited federal resources.

Response: The Tribes cannot speculate as to the reasoning behind FWS support for the Tribes' proposed legislation. However, FWS Director Dan Ashe has stated in correspondence that

[t]he plain fact is, the Salish-Kootenai are very capable managers. They can manage [the National Bison Range] and this herd. They very much want to do this. The land will be held in trust, by the BIA, on behalf of the CSKT, for the original purposes, so it will be protected, in perpetuity.

. . . There is only one reason that I am supporting this: It is the right thing to do! And sometimes, doing the right thing is scary. But as Martin Luther King taught us, "It is never the wrong time to do the right thing."

Director Ashe's statement above finds support in the recently-revised FWS Native American Policy, which talks about furthering "the United States' and the Department of the Interior's trust responsibility to federally recognized tribes to protect, conserve, and use tribal reserved, treaty guaranteed, or statutorily identified resources."

23) Bison Range Working Group

Comment: One commenter asked which parties constituted the Bison Range Working Group.

Response: The Working Group currently consists informally of the comments submitted on the Working Group website established by the Tribes. The Tribes have met with conservation group representatives to discuss our draft legislation, and the Tribes expect to continue this discussion now that public comments have been received and posted.

The Tribes have also met with the Lake and Sanders County Commissions, and expect to continue that dialogue as well. Depending on future discussions/participation, the Working Group may become a more formalized body.

24) Herd Capacity

Comment: Some commenters asked about bison population management and culled bison.

Response: Surplus wildlife and removal of bison or other wildlife are addressed in the National Bison Range's existing management plan. Bison would continue to be culled as necessary to maintain the genetic diversity of the herd and the carrying capacity of the range. The Tribes would manage the culled bison via auction, similar to the current program. The Tribes are always open to suggestions and idea regarding disposition of culled bison and may consider other options in the future.

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:04 PM

Conversation Contents

Fwd: List - please send any known milestones and timelines

Noreen Walsh <noreen_walsh@fws.gov>

From: Noreen Walsh <noreen_walsh@fws.gov>
Sent: Mon Sep 12 2016 15:58:36 GMT-0600 (MDT)
To: brian_salem@fws.gov, Michael Thabault <michael_thabault@fws.gov>, Clint Riley <clint_riley@fws.gov>, Will Meeks <will_meeks@fws.gov>
CC: Matt Hogan <matt_hogan@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Fwd: List - please send any known milestones and timelines

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Not sure if this is transition related or just normal end of year stuff, but keep Roya in the loop too please.

Thank you

Begin forwarded message:

From: "Morris, Charisa" <charisa_morris@fws.gov>
Date: September 12, 2016 at 3:50:38 PM MDT
To: Gary Frazer <Gary_Frazer@fws.gov>, Bryan Arroyo <bryan_arroyo@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, Jerome Ford <Jerome_ford@fws.gov>, Cynthia Dohner <cynthia_dohner@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>, Hannibal Bolton <hannibal_bolton@fws.gov>
Cc: Gina Shultz <Gina_Shultz@fws.gov>, Gloria Bell <gloria_bell@fws.gov>, Shaun Sanchez <shaun_sanchez@fws.gov>, Mike Johnson <mike_j_johnson@fws.gov>, Michael Oetker <michael_oetker@fws.gov>, Matt Hogan <matt_hogan@fws.gov>
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Hunt/Fish Reg- Jeff has sent

BGEPA - Noah has sent

Chokecherry- R6 is updating now

Other Actively Managed Issues:

Loxahatchee

Alaska Hunting rule (emerging)

Bison Range

Thanks!

Charisa

--

[Charisa Morris@fws.gov](mailto:Charisa.Morris@fws.gov) | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

Michael Thabault <michael_thabault@fws.gov>

From: Michael Thabault <michael_thabault@fws.gov>
Sent: Mon Sep 12 2016 16:50:38 GMT-0600 (MDT)
To: Noreen Walsh <noreen_walsh@fws.gov>
"brian_salem@fws.gov" <brian_salem@fws.gov>, Clint Riley <clint_riley@fws.gov>, Will Meeks <will_meeks@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
CC:
Subject: Re: List - please send any known milestones and timelines

I will forward already adjusted and agreed time line we did last week. Will cc Matt but he is aware.

Michael Thabault
Assistant Regional Director
Ecological Services
Mountain Prairie Region

On Sep 12, 2016, at 3:58 PM, Noreen Walsh <noreen_walsh@fws.gov> wrote:

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Noreen Walsh <noreen_walsh@fws.gov>

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Sent: Mon Sep 12 2016 16:54:33 GMT-0600 (MDT)
To: Michael Thabault <michael_thabault@fws.gov>
"brian_salem@fws.gov" <brian_salem@fws.gov>, Clint
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<anna_munoz@fws.gov>
Subject: Re: List - please send any known milestones and timelines

Good deal - thanks

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

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Michael Thabault

Assistant Regional Director
Ecological Services
Mountain Prairie Region

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3348 | Washington, DC 20240 | (202) 208-3843 | For urgent
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Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Tue Sep 13 2016 07:25:31 GMT-0600 (MDT)
To: Noreen Walsh <noreen_walsh@fws.gov>
"brian_salem@fws.gov" <brian_salem@fws.gov>, Michael
Thabault <michael_thabault@fws.gov>, Clint Riley
<clint_riley@fws.gov>, Matt Hogan
CC: <matt_hogan@fws.gov>, Roya Mogadam
<roya_mogadam@fws.gov>, Anna Munoz
<anna_munoz@fws.gov>
Subject: Re: List - please send any known milestones and timelines

HQ doesn't appear to be in the lead. I will draft something and coordinate with them.
Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)

720-541-0310 (c)

On Sep 12, 2016, at 3:58 PM, Noreen Walsh <noreen_walsh@fws.gov> wrote:

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Date: September 12, 2016 at 3:50:38 PM MDT
To: Gary Frazer <Gary_Frazer@fws.gov>, Bryan Arroyo <bryan_arroyo@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>, Jerome Ford <Jerome_ford@fws.gov>, Cynthia Dohner <cynthia_dohner@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>, Hannibal Bolton <hannibal_bolton@fws.gov>
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Other Actively Managed Issues:
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Alaska Hunting rule (emerging)
Bison Range

Thanks!
Charisa

--

[Charisa Morris@fws.gov](mailto:Charisa.Morris@fws.gov) | Chief of Staff, Office of the Director
| U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC
20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Tue Sep 13 2016 12:05:17 GMT-0600 (MDT)
To: Will Meeks <will_meeks@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: List - please send any known milestones and timelines

Let me know if we can help...

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

On Tue, Sep 13, 2016 at 7:25 AM, Will Meeks <will_meeks@fws.gov> wrote:
HQ doesn't appear to be in the lead. I will draft something and coordinate with them.
Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

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DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Tue Sep 13 2016 12:07:37 GMT-0600 (MDT)
To: "Munoz, Anna" <anna_munoz@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>, Mike Blenden <mike_blenden@fws.gov>
Subject: Re: List - please send any known milestones and timelines

Thanks Anna. I asked Mike to take the lead with the first cut (cc'd here). I'll be sure to include you both in review. thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Sep 13, 2016, at 12:06 PM, Munoz, Anna <anna_munoz@fws.gov> wrote:

Let me know if we can help...

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

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Thanks!

Charisa

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"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Wed Sep 14 2016 12:28:10 GMT-0600 (MDT)
To: Charisa Morris <charisa_morris@fws.gov>
Michael Thabault <michael_thabault@fws.gov>, Clint Riley <clint_riley@fws.gov>, Will Meeks <will_meeks@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>, Mike Blenden <mike_blenden@fws.gov>
CC:

Subject: Re: List - please send any known milestones and timelines

Hi Charisa!

Great to speak with you today. I touched base with the program and they agreed that for National Bison Range, a "No Action Dates Known" response would be appropriate for the timeline/milestone document. In addition we have provided an explanation, for the Department, that supports the response.

National Bison Range (NBR) was created by Congress in 1908, and as such, management changes would require Congressional Action. At this time, no legislation has been introduced related to National Bison Range. On February 5, 2016 U.S. Fish and Wildlife Service Director Dan Ashe initiated a conversation with the Confederated Salish and Kootenai Tribes (CSKT) about the possibility of transferring the lands comprising the National Bison Range from the U.S. Fish and Wildlife Service into a trust for the benefit of CSKT. Transfer of these lands into trust would require Congressional authorization and we do not know if or when this will occur.

The CSKT have drafted proposed legislation for consideration by the Montana delegation. This proposed legislation has been shared publicly at <http://bisonrangeworkinggroup.org/> and the CSKT initiated a public engagement process that included opportunities for interested individuals to provide comments on and attend a public meeting regarding the proposal. All comments received have been posted on this website. To date, no legislation has been introduced in Congress regarding this or any other proposed transfer of the lands comprising the National Bison Range.

Please let me know if you have any question, or need anything else. Thanks Charisa!

Brian Salem

Chief of Staff to the Regional Director (on detail)

US Fish and Wildlife Service, Mountain-Prairie Region

office: (303) 236-4336

cell: (413) 262-9265

email: Brian_Salem@fws.gov

On Mon, Sep 12, 2016 at 3:58 PM, Noreen Walsh <noreen_walsh@fws.gov> wrote:

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Thanks!

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"Morris, Charisa" <charisa_morris@fws.gov>

From: "Morris, Charisa" <charisa_morris@fws.gov>

Sent: Wed Sep 14 2016 13:52:34 GMT-0600 (MDT)

To: "Salem, Brian" <brian_salem@fws.gov>
Michael Thabault <michael_thabault@fws.gov>, Clint Riley <clint_riley@fws.gov>, Will Meeks <will_meeks@fws.gov>, Matt Hogan <matt_hogan@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Noreen Walsh <noreen_walsh@fws.gov>, Mike Blenden <mike_blenden@fws.gov>, Shaun Sanchez <shaun_sanchez@fws.gov>, Cynthia Martinez <Cynthia_Martinez@fws.gov>

CC:

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Thank you, Brian!

On Wed, Sep 14, 2016 at 2:28 PM, Salem, Brian <brian_salem@fws.gov> wrote:

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:04 PM

Conversation Contents

Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Sep 13 2016 15:32:13 GMT-0600 (MDT)
Will Meeks <will_meeks@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>, Barbara Boyle <barbara_boyle@fws.gov>, Mike Blenden <mike_blenden@fws.gov>, Michael Thabault <michael_thabault@fws.gov>, Clint Riley <clint_riley@fws.gov>
To:
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

Good Afternoon Everyone-

As part of the transition team, each Region/Program was asked to identify 3-5 topics for potential briefing papers to be included in the transition briefing book. Matt identified 4 topics including: Prairie Pothole Conservation, National Bison Range, Black-footed Ferret Recovery and Sylvatic Plague Vaccine (SPV), and Wolves.

Below are brief summaries of each topic just to give HQ a quick background as they decide which topics will make it to the briefing book.

Most of the language for these has already been approved (websites, fact sheets, testimony, etc.) but I wanted to share with folks to make sure I have accurately captured a snapshot of these topics. If possible, **please review by noon Friday**.

Thanks for your help.
-Roya

Prairie Pothole Conservation: America's Prairie Pothole Region, which stretches across portions of Montana, North Dakota, South Dakota, Minnesota and Iowa, contains millions of depressional wetlands termed "potholes" and millions of acres of native, intact grassland. Combined, these resources constitute the most important breeding habitat for waterfowl and other grassland birds on the continent. However, the rich soils in the region are attractive for agricultural production, and conversion of grassland to cropland is currently taking place at rates not seen since the Dust Bowl. These rapid rates of conversion are primarily due to high commodity prices and greater demand for biofuels. This significant loss of habitat has cascading negative effects on the diversity of plant, animal, and aquatic life in the region; impacts the continental significance of this area for

birds; and impacts water quality and quantity locally and downriver.

In order to conserve these globally-important resources, the Service is working to permanently protect 1.4 million acres of high-priority wetlands and 10.4 million acres of high-priority grasslands in the PPR. The Service is using both the Migratory Bird Conservation Fund (MBCF) and the Land and Water Conservation Fund (LWCF) to purchase permanent conservation easements and expand Waterfowl Production Areas in the highest priority areas for waterfowl and other high priority wetland and grassland migratory birds.

National Bison Range: The Service is in discussions with the Confederated Salish Kootenai Tribes (CSKT) regarding the transfer of the lands comprising the National Bison Range to be held in federal trust for the benefit of the CSKT. This begins a new phase in a longstanding relationship between the Service and CSKT in the conservation of the land, bison, and other natural resources comprising the National Bison Range. The Service believes now is the right time to begin the transition in to trust of a refuge long ago carved out of tribal lands. This is an ongoing process that will require Congressional approval.

Black-footed Ferret Recovery and Sylvatic Plague Vaccine (SPV): Once believed to be extinct, thanks to partner-driven conservation efforts over the past several decades the black-footed ferret has made dramatic strides toward recovery. However, the species still remains one of the most endangered mammals in North America and before delisting can occur, approximately 3,000 adults need to be established in populations that span at least nine of the 12 historical range states. The primary obstacle to this goal is a non-native disease called sylvatic plague which is lethal to both ferrets and their primary prey: prairie dogs. Continued progress on a promising but still unproven oral vaccine for plague, ensuring suitable release sites by providing landowner-friendly incentives, and controlling prairie dogs—which are often viewed by local populations as a nuisance species—on lands adjacent to ferret release sites are the primary tactics that will be crucial to recovery success. Black-footed ferrets are native to the Great Plains and exist largely in the short-grass prairie. They prey almost exclusively on prairie dogs and thus are limited in range to grasslands with robust prairie dog populations. A host of other prairie species benefit from ferret conservation, including grassland-nesting migratory birds and raptors

Wolves: Northern Rocky Mountain (NRM) gray wolves were delisted in Montana and Idaho in 2012. Wolves were delisted in Wyoming in 2013, but this decision was overturned by the Court in 2014. Thus, wolves in Wyoming remain federally protected under the Endangered Species Act (ESA) and are being managed under the 1994 10(j) non-essential experimental population rules.

Wolf populations in Oregon, Washington and California continue to grow both within the delisted portion of the range in eastern OR and eastern WA, as well as within the still listed portion of the range in western WA and OR and northern CA. The U.S. Fish and Wildlife Service (Service) recognizes the challenges and complexities this presents and works closely with the states to ensure well-coordinated implementation of the states' management plans.

Western Great Lakes (WGL) wolves were delisted in 2012. This decision was also overturned in 2014.

In 2013, the Service proposed to delist wolves in the remainder of the U.S. However, District Court losses in Wyoming and the Western Great Lakes put this effort on hold. The

Service believes that gray wolves are recovered in Wyoming and the WGL. Wolves also continue to expand into Oregon and Washington. It remains our view that due to wolf recovery in the 48 lower states, listing under the ESA is unnecessary (except to recover Mexican wolves). We are currently appealing the court decisions on the Wyoming and WGL wolves. Timelines for decisions are difficult to predict. Legislation to delist Wyoming and WGL has been introduced in Congress. The fate of this legislation remains uncertain. We continue to manage the species in a manner that provides for the conservation of the species while minimizing impacts on the public.

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya.Mogadam@fws.gov
(303) 236-4572

Will Meeks <will_meeks@fws.gov>

From: Will Meeks <will_meeks@fws.gov>
Sent: Wed Sep 14 2016 08:24:37 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
CC: Mike Blenden <mike_blenden@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>
Subject: Re: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

NBR section looks accurate. Thanks.

Though not requested to review the PPR section, Casey's edits were well-done.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Sep 13, 2016, at 3:32 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

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Deputy Assistant Regional Director, External Affairs
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya.Mogadam@fws.gov
(303) 236-4572

"Riley, Clint" <clint_riley@fws.gov>

From: "Riley, Clint" <clint_riley@fws.gov>
Sent: Wed Sep 14 2016 08:30:03 GMT-0600 (MDT)
To: Casey Stemler <casey_stemler@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>
CC: Will Meeks <will_meeks@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

Thanks, Casey. Roya, see suggestions from Casey Stemler, below. (If you haven't met Casey yet, he's the Coordinator for the Prairie Pothole Joint Venture, as well as Chief of the Division of Mig Bird Conservation.)

Clint Riley
Assistant Regional Director, Migratory Birds and State Programs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
303-236-5231

On Wed, Sep 14, 2016 at 8:21 AM, Casey Stemler <casey_stemler@fws.gov> wrote:

[See changes below](#)

From: Riley, Clint [mailto:clint_riley@fws.gov]
Sent: Tuesday, September 13, 2016 5:09 PM
To: Casey Stemler
Subject: Fwd: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>

Date: Tue, Sep 13, 2016 at 3:32 PM

Subject: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

To: Will Meeks <will_meeks@fws.gov>, Maureen Gallagher

<maureen_gallagher@fws.gov>, Barbara Boyle <barbara_boyle@fws.gov>, Mike

Blenden <mike_blenden@fws.gov>, Michael Thabault <michael_thabault@fws.gov>,

Clint Riley <clint_riley@fws.gov>

Cc: Anna Munoz <anna_munoz@fws.gov>

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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Sep 14 2016 09:10:55 GMT-0600 (MDT)
To: "Riley, Clint" <clint_riley@fws.gov>
CC: Casey Stemler <casey_stemler@fws.gov>, Will Meeks <will_meeks@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Please Review - Due Friday Noon: Topic Summaries for Possible Briefing Papers

Thanks Clint and thank you Casey.

I will make these edits now.

-Roya

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Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:04 PM

Conversation Contents

Please Review Tomorrow: Blurbs on 4 Priority ES/NWRS topics

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Sep 08 2016 16:05:20 GMT-0600 (MDT)
To: Ryan Moehring <ryan_moehring@fws.gov>, Serena Baker <serena_baker@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Please Review Tomorrow: Blurbs on 4 Priority ES/NWRS topics

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Thanks, Roya. I'll give you feedback on the first three items (I work on BFFs, too) by COB tomorrow. Thanks for taking a first cut!

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
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303-236-0345

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Sep 08 2016 16:11:23 GMT-0600 (MDT)
To: Ryan Moehring <ryan_moehring@fws.gov>
CC: Serena Baker <serena_baker@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Please Review Tomorrow: Blurbs on 4 Priority ES/NWRS topics

Thanks Ryan, and thanks for reminding me about BFFs.

-Roya

On Thu, Sep 8, 2016 at 4:09 PM, Ryan Moehring <ryan_moehring@fws.gov> wrote:
Thanks, Roya. I'll give you feedback on the first three items (I work on BFFs, too) by COB tomorrow. Thanks for taking a first cut!

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Thursday, September 08, 2016 4:05 PM
To: Ryan Moehring; Serena Baker
Cc: Anna Munoz
Subject: Please Review Tomorrow: Blurbs on 4 Priority ES/NWRS topics

Hi Ryan and Serena-

Early this week, the transition team met with Deputy Director Steve Guertin to discuss steps for creating materials for the transition into the new administration. We were given two asks: 1) to draft briefing papers on already flagged "top-ten, high-level, nationally-significant" topics and 2) to identify 3-5 forward-thinking topics that we would propose to HQ/DOI for additional briefing papers with a brief description of the topic so HQ/DOI can decide if they would like us to prepare a BP on the topic.

Matt Kales is working on pulling together a briefing paper on sage grouse/sagebrush (one of the top-ten topics) and Matt Hogan identified the below 4 topics for the second assignment. I drafted a few sentences, using mostly cleared materials, for each of these topics and was hoping to get your thoughts on if these blurbs accurately capture each topic or if you all have any recommendations. Once you all have reviewed the blurbs, I will share them with the program ARDs (Mike/Will) for their review and then will send these suggestions to HQ for consideration.

If possible, could you all take a look at these and send me any feedback by COB tomorrow?

Thanks,
Roya

REFUGES: (Ryan)

(1) Prairie Pothole Conservation: The Prairie Pothole Region of eastern South Dakota, eastern and northern North Dakota, and northern Montana contains millions of depressional wetlands termed "potholes" and their surrounding grasslands and constitutes the most important breeding habitat for waterfowl and other grasslands birds on the continent. The rich soils of grassland areas make them attractive for agricultural production and ongoing conversion of grassland to cropland and associated wetland drainage has increased habitat loss in recent years, partially in response to greater demand for biofuels. Loss of habitat affects the diversity of plant, animal, and aquatic life; impacts the continental significance of this area for birds; and impacts water quality and quantity locally and downriver.

The Service is working to permanently protect 1.4 million acres of high priority wetlands and 10.4 million acres of high priority grasslands in the PPR. The Service is using both the Migratory Bird Conservation Fund (MBCF) and the Land and Water Conservation Fund (LWCF) to purchase permanent conservation easements and expand Waterfowl Production Areas in the highest priority areas for waterfowl and other high priority wetland and grassland migratory birds.

(2) National Bison Range: The Service is in discussions with the Confederated Salish Kootenai Tribes (CSKT) regarding the transfer of the lands comprising the National Bison Range to be held in federal trust for the benefit of the CSKT. This begins a new phase in a longstanding relationship between the Service and CSKT in the conservation of the land, bison, and other natural resources comprising the National Bison Range. The Service believes now is the right time to begin the transition in to trust of a refuge long ago carved out of tribal lands. This is an ongoing process that will require Congressional approval.

ECOLOGICAL SERVICES: (Serena)

Black Footed Ferret Recovery and SPV: Once the most-endangered mammal in North America, black footed ferrets are on the road to recovery. Establishing approximately 3,000 adults in populations that span at least nine of the 12 historical range states is the recovery goal. Ensuring suitable release sites by providing landowner-friendly incentives, controlling prairie dogs on neighboring lands, and reducing the impact of the disease sylvatic plague are strategies that need to be continued to reach this priority goal. Black-footed ferrets are native to the Great

Plains and existed largely in the short-grass prairie. They prey almost exclusively on prairie-dogs and thus are limited in range to grasslands with robust prairie-dog populations. Other species will benefit from conservation of ferrets including grassland nesting migratory birds and raptors.

Wolves: Northern Rocky Mountain (NRM) gray wolves were delisted in Montana and Idaho in 2012. Wolves were delisted in Wyoming in 2013, but this decision was overturned in 2014. Thus, wolves in Wyoming remain federally protected under the Endangered Species Act (ESA) and are being managed under the 1994 10(j) non-essential experimental population rules. Western Great Lakes (WGL) wolves were delisted in 2012. This decision was also overturned in 2014. In 2013, we proposed to delist wolves in the remainder of the U.S. However, District Court losses in Wyoming and the Western Great Lakes put this effort on hold. The Service believes that gray wolves are recovered in Wyoming and the WGL. Wolves also continue to expand into Oregon and Washington. It remains our view that the wolf recovery in the remainder of the 48 lower States it is unnecessary under ESA (except as necessary to recover Mexican wolves). We are currently appealing the court decisions on the Wyoming and WGL wolves. Timelines for decisions are difficult to predict. Legislation to delist Wyoming and WGL has been introduced in Congress. The fate of this legislation remains uncertain. We continue to manage the species in a manner that provides for the conservation of the species while minimizing impacts on the public.

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Roya Mogadam
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Lakewood, CO 80228

Roya_Mogadam@fws.gov
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(303) 236-4572

Ryan Moehring <ryan_moehring@fws.gov>

From: Ryan Moehring <ryan_moehring@fws.gov>
Sent: Fri Sep 09 2016 09:13:55 GMT-0600 (MDT)
To: Roya Mogadam <roya_mogadam@fws.gov>, Serena Baker <serena_baker@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: RE: Please Review Tomorrow: Blurbs on 4 Priority ES/NWRS topics

Hi Roya,

I made a few minor edits to the paragraphs you provided. See below and feel free to edit further as needed. Thanks for taking a first cut, and for the review opportunity!

-Ryan

Prairie Pothole Conservation: America's Prairie Pothole Region, which stretches across portions of Montana, North Dakota, South Dakota, Minnesota and Iowa, contains millions of depressional wetlands termed "potholes" and millions of acres of native, intact grassland. Combined, these resources constitute the most important breeding habitat for waterfowl and other grassland birds on the continent. However, the rich soils in the region are attractive for agricultural production, and conversion of grassland to cropland is currently taking place at rates not seen since the Dust Bowl. These rapid rates of conversion are primarily due to high commodity prices and greater demand for biofuels. This significant loss of habitat has cascading negative effects on the diversity of plant, animal, and aquatic life in the region; impacts the continental significance of this area for birds; and impacts water quality and quantity locally and downriver.

In order to conserve these globally-important resources, the Service is working to permanently protect 1.4 million acres of high-priority wetlands and 10.4 million acres of high-priority grasslands in the PPR. The Service is using both the Migratory Bird Conservation Fund (MBCF) and the Land and Water Conservation Fund (LWCF) to purchase permanent conservation easements and expand Waterfowl Production Areas in the highest priority areas for waterfowl and other high priority wetland and grassland migratory birds.

National Bison Range: The Service is in discussions with the Confederated Salish Kootenai Tribes (CSKT) regarding the transfer of the lands comprising the National Bison Range to be held in federal trust for the benefit of the CSKT. This begins a new phase in a longstanding relationship between the Service and CSKT in the conservation of the land, bison, and other natural resources comprising the National Bison Range. The Service believes now is the right time to begin the transition in to trust of a refuge long ago carved out of tribal lands. This is an ongoing process that will require Congressional approval.

Black Footed Ferret Recovery and SPV: Once believed to be extinct, thanks to partner-driven conservation efforts over the past several decades the black-footed ferret has made dramatic strides toward recovery. However, the species still remains one of the most endangered mammals in North America and before delisting can occur, approximately 3,000 adults need to be established in populations that span at least nine of the 12 historical range states. The primary obstacle to this goal is a non-native disease called sylvatic plague which is lethal to both ferrets and their primary prey: prairie dogs. Continued progress on a promising but still unproven oral vaccine for plague, ensuring suitable release sites by providing landowner-friendly incentives, and controlling prairie dogs—which are often viewed by local populations as a nuisance species—on lands adjacent to ferret release sites are the primary tactics that will be crucial to recovery success. Black-footed ferrets are native to the Great Plains and exist largely in the short-grass prairie. They prey almost exclusively on prairie dogs and thus are limited in range to grasslands with robust prairie dog populations. A host of other prairie species benefit from ferret conservation, including grassland-nesting migratory birds and raptors.

Thanks,

Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

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Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:04 PM

Conversation Contents

Transition Team Request for Briefing Paper Topics: Due September 13, 2016

Attachments:

/38. Transition Team Request for Briefing Paper Topics: Due September 13, 2016/3.1 Issue paper format.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Wed Sep 07 2016 10:14:23 GMT-0600 (MDT)
To: Brian Salem <brian_salem@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Transition Team Request for Briefing Paper Topics: Due September 13, 2016

Morning Brian-

Yesterday, the transition team met with Steve Guertin to discuss steps for creating materials for the transition into the new administration. We were given two asks: 1) to draft briefing papers (see format attached) on already flagged "top-ten, high-level, nationally-significant" topics and 2) to identify 3-5 **forward-thinking** topics that we would propose to HQ/DOI for additional briefing papers.

I was hoping to work with you on the second assignment to identify those 3-5 topics. Anna and I brainstormed and would suggest the following topics:

- 1) Lynx
- 2) Gray Wolves
- 3) National Bison Range

Please let me know Matt/Noreen's thoughts on these three and if they would propose any additional topics (max 5 topics). We will need to prepare 1-2 sentences for each topic but we will draft those in EA and run them by the Program ARDs for approval.

As FYI, for the first assignment Region 6 was asked to lead development of a 1-2 page top-level issue briefing paper on "Sage Grouse Conservation." I reached out to Matt Kales this morning for this assignment.

If you need more information please let me know.

Thanks for your help on this project.
-Roya

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Roya Mogadam
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"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Thu Sep 08 2016 08:27:26 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Transition Team Request for Briefing Paper Topics:
Due September 13, 2016

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On Wed, Sep 7, 2016 at 10:14 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:
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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Sep 08 2016 08:53:36 GMT-0600 (MDT)
To: "Salem, Brian" <brian_salem@fws.gov>
Subject: Re: Transition Team Request for Briefing Paper Topics:
Due September 13, 2016
Attachments: Issue paper format.docx

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On Thu, Sep 8, 2016 at 8:27 AM, Salem, Brian <brian_salem@fws.gov> wrote:
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"Salem, Brian" <brian_salem@fws.gov>

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Thu Sep 08 2016 08:55:01 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Transition Team Request for Briefing Paper Topics:
Due September 13, 2016

growl

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Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

Matt Hogan <Matt_Hogan@fws.gov>

From: Matt Hogan <Matt_Hogan@fws.gov>
Sent: Thu Sep 08 2016 10:29:56 GMT-0600 (MDT)
To: Brian Salem <brian_salem@fws.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: RE: Transition Team Request for Briefing Paper Topics: Due September 13, 2016

Let's go with (in addition to sage brush conservation):

- Prairie Pothole Conservation (Refuges)
- Black Footed Ferret Recovery and SPV (ES)
- NBF (Refuges)
- Wolves (keep it on our list) (ES)

From: Salem, Brian [mailto:brian_salem@fws.gov]
Sent: Thursday, September 08, 2016 10:13 AM
To: Matt Hogan
Subject: Fwd: Transition Team Request for Briefing Paper Topics: Due September 13, 2016

Hi Matt,

Here is the email we were discussing with Roya. She recommended we include Bison Range, since the next Administration will want to know about the issue. Let me know if I can help in any way. Thanks,

Brian Salem
Chief of Staff to the Regional Director (on detail)
US Fish and Wildlife Service, Mountain-Prairie Region
office: (303) 236-4336
cell: (413) 262-9265
email: Brian_Salem@fws.gov

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Wed, Sep 7, 2016 at 10:14 AM
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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Sep 08 2016 11:06:09 GMT-0600 (MDT)
To: Matt Hogan <Matt_Hogan@fws.gov>

CC: Brian Salem <brian_salem@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Transition Team Request for Briefing Paper Topics: Due September 13, 2016

Thanks Matt-

We will work in EA (with approval from ARDs) to draft up 2-3 sentences for each topic and will pitch to HQ.

Thanks for your help with this,

-Roya

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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

ISSUE: [INSERT NAME OF ISSUE]

I. KEY POINTS

[In this section, include a number of the key points you want the reader to know if she/he reads only this first section.]

II. OPPORTUNITIES AND CHALLENGES

[In this section, explain a few of the opportunities and/or challenges presented by this issue.]

III. BACKGROUND

[In this section, provide brief background information on this issue, such as a brief history and/or related legislation.]

IV. PREPARED BY: [Insert name, organization, title, and phone number of primary preparer of the briefing paper in the following manner.] Jenny Doe, National Park Service, Senior Advisor, 208-0000

DATE: September 1, 2016

*[Formatting notes: 1-2-page maximum; single spaced; 1-inch margins; 12 pt. font; Times New Roman; follow CAPS and **bolding** guidance above.]*

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:04 PM

Conversation Contents

FW: Fish and Wildlife response

Attachments:

/39. FW: Fish and Wildlife response/1.1 MarvinPlenertLetter.pdf
/39. FW: Fish and Wildlife response/4.1 FWS Response to Mr. Plenert.pdf
/39. FW: Fish and Wildlife response/5.1 FWS Response to Mr. Plenert.pdf
/39. FW: Fish and Wildlife response/7.1 FWS Response to Mr. Plenert.pdf

"Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>

From: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
Sent: Fri Jun 10 2016 08:55:50 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: FW: Fish and Wildlife response
Attachments: MarvinPlenertLetter.pdf

Hi Roya—Would love to touch base with you regarding the message you left me last week. Very interested to hear how it turned out. As you know, we are working on that issue and feel comfortable about where we are in the Senate process at least.

On another note, I wanted to flag a letter (attached) that we sent to Director Ashe about three months ago that has yet to be answered for a constituent. Would you be able to check in on the status of this for us?

Thanks,
Sara

From: Marvin Plenert [mailto:marvplenert@yahoo.com]
Sent: Thursday, June 09, 2016 1:46 PM
To: Moffat, Sara (Reid) <Sara_Moffat@reid.senate.gov>
Subject: Fish and Wildlife response

Sara In reviewing my files I ran across the March 8, 2016 letter I received from Senator Reid regarding his contact with Director Ashe of the Fish and Wildlife Service (FWS). Senator Reid stated that he contacted Ashe on my behalf regarding the FWS's failure to respond to my letters, and asked them for a written response. To date I have received nothing from the Service, with regard to the Senators request. This is a familiar pattern with the FWS, as I have spoken to numerous individuals who have experienced the same problem of not getting their correspondence answered, by Dan Ashe and the Fish and Wildlife Service. It appears that they are too busy mismanaging our National Wildlife Refuges and not being accountable to their true owners the American People. A good example is the National Bison Range in Montana, where a law suit has been filed against the FWS for failure to comply with the legal mandates as provided by Congress. The Senator asked that I let him know if he could be of assistance. I would appreciate any assistance you could provide. Thanks.

Marvin L Plenert, retired Regional Director, FWS

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Fri Jun 10 2016 11:55:12 GMT-0600 (MDT)
To: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
CC: "Harris, Michael (Reid)" <Michael_Harris@reid.senate.gov>
Subject: Re: FW: Fish and Wildlife response

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From: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
Sent: Fri Jun 10 2016 11:59:30 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Fish and Wildlife response

Yes, that works for us. Thanks!

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Mogadam, Roya
Sent: Friday, June 10, 2016 1:58 PM
To: Moffat, Sara (Reid)
Cc: Harris, Michael (Reid)
Subject: Re: FW: Fish and Wildlife response

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Jun 16 2016 06:57:53 GMT-0600 (MDT)
To: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
CC: "Harris, Michael (Reid)" <Michael_Harris@reid.senate.gov>
Subject: Re: Fish and Wildlife response
Attachments: FWS Response to Mr. Plenert.pdf

Morning Sara-

Thank you for your patience as we responded to Mr. Plenert's letter. Attached is an

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Jun 16 2016 06:58:10 GMT-0600 (MDT)
To: Anna Munoz <anna_munoz@fws.gov>
Subject: Fwd: Fish and Wildlife response
Attachments: FWS Response to Mr. Plenert.pdf

FYI.

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Thu, Jun 16, 2016 at 8:57 AM
Subject: Re: Fish and Wildlife response
To: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
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From: "Moffat, Sara (Reid)" <Sara_Moffat@reid.senate.gov>
Sent: Thu Jun 16 2016 15:03:39 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: RE: Fish and Wildlife response

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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Nov 28 2016 13:47:07 GMT-0700 (MST)
To: "Salem, Brian" <brian_salem@fws.gov>
Subject: Fwd: Fish and Wildlife response
Attachments: FWS Response to Mr. Plenert.pdf

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

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Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

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(303) 236-4572

March 8, 2016

Mr. Dan Ashe
Director
United States Fish and Wildlife Service
1849 C Street NW, Room 3331
Washington, DC 20240-0001

Dear Director Ashe:

Enclosed is a letter I have received from Marvin L. Plenert, former Regional Director of the Pacific Northwest Region for the Fish and Wildlife Service.

I would appreciate your reviewing this situation and providing answers to Mr. Plenert's concerns. Please send your reply directly to Mr. Plenert, and send a copy of your response to me.

Thank you for your cooperation and assistance.

My best wishes to you.

Sincerely,

A handwritten signature in black ink that reads "Harry Reid". The signature is written in a cursive, flowing style with a large initial "H" and "R".

HARRY REID
United States Senator

Activity ID: 12884195Created by MichaelH on Tuesday, March 8, 2016 at 1:26 PM
Modified by MichaelH on Tuesday, March 8, 2016 at 3:48 PM**INCOMING**

received by MichaelH
received date 3/8/2016
in type SCAN
assigned staff MichaelH
interest code
reference #
owner ccadmin
file location

CONTACT

Marvin Plenert (12381732)
20500 S Tranquility Ln
Oregon City, OR 97045-8496
U.S. Fish and Wildlife Service
Phone: (503) 631-8101
Email: marvplenert@yahoo.com

Description

FWS letter regarding National Bison Range (NBR) transfer

OUTGOING

group code
out type Letter
response type Quick
letter code INFORM_BUCK

due date 4/19/2016
response date
closed date 3/8/2016

March 1, 2016

Honorable Harry Reid

United States Senate
Washington, D C 20510
Dear Senator Reid;

I am writing to urge you to do everything within your power to prevent the Fish and Wildlife Service (FWS) from achieving an ill-conceived proposal to abandon its inherent responsibilities and objectives to the American People. The proposal I'm referring to, is a recently released document by the FWS, offering support for legislation to remove the 108 year old crown jewel refuge, the National Bison Range (NBR) in Montana from the National Wildlife Refuge System (NWRS) and place it "in trust" as an Indian Reserve. A copy of the announcement from the Mountain-Prairie States Regional Director Noreen Walsh is attached # (1).

By this proposed action there is no doubt that the FWS leadership in both Washington D C and Denver Colorado are shirking their inherent Federal responsibilities, thereby putting the entire NWRS under siege and in jeopardy. The passage of the National Wildlife Refuge System Administrative Act (NWRSA) in 1966 and subsequent amendments by Congress provided the authority, guidelines and directions for the FWS to administer a network of lands and waters as a cohesive system. Congress also made it very clear that there should never be any attempt to establish a second refuge system by delegating its authorities or transferring units or responsibilities to any other entity.

The proposal to transfer the NBR out of the NWRS has exposed the lack of integrity and dishonesty of FWS Director Dan Ashe and disputes his earlier assurances as noted in the attached # (2) September 16, 2011 letter to former Assistant Secretary of the Interior Nathaniel Reed, in which Director Ashe states the Service will not "turn over" management of the NBR or any other refuge to the Confederated Salish-Kootenai Tribes (CSKT) or any other non-service entity. Under any future annual funding agreement (AFA), the NBR will remain a unit of the NWRS, managed by the Service under direct guidance of the Service on-site refuge manager. No inherently Federal functions will be contracted to the CSKT. Ashe also stated that before a new AFA is signed and reported to Congress that an environmental assessment (EA) laying out alternatives will be prepared in order to seek public review and comment on the draft document. The FWS did keep their word and an EA was released for review in September, 2014, marking the first time the public was given an opportunity to review and comment on the negotiated agreement with the CSKT. Despite Director Ashe's assurances reviewers of the latest negotiated AFA discovered it laden with inherent

Federal functions. Apparently the comments received by the FWS did not support their proposed alternative of ceding management to the CSKT. The entire process has been pigeonholed, with no follow up to those who commented on the EA, and hence 17 months later the transfer was proposed.

The FWS efforts to acquiesce to the CSKT's request for an AFA that would turn over management of the NBR to them has failed over a period now approaching 20 years at tremendous cost to the FWS and tax payers, as well as the enormous adverse impacts on dedicated professional refuge staff members. The primary reason for failure is that the CSKT has made no secret of their intentions and demands to take over complete control and full ownership of the NBR land. See attached CSKT mission statement # (3).

The impasse has apparently led to the current FWS proposed transfer of the NBR. It must also be noted that all negotiations and discussions on AFA's by the FWS and CSKT over the fate of the NBR have been conducted in secrecy behind closed doors, with not one iota of public input or involvement. If the American Public or true owners of the NWRS had been involved, the failed AFA attempts could have been avoided, as well as the lawsuits that were filed and lost by the FWS because of failure to follow or comply with legal mandates.

The NBR a hallmark refuge was established by President Theodore Roosevelt at the express order of congress. The legislation required the U S Government to purchase a reserve within the Flathead Indian Reservation with Federal monies at an appraised market value for the express purpose of preserving the nearly extinct population of American bison. In 1971 the initial payment to the Tribes was brought before the Indian claims court. That tribunal made a final judgement requiring the Government to make an additional payment of around \$23 million for the land again. Certainly the public has paid for the acquisition of the NBR and for 108 years invested heavily in its infrastructure of roads, fences, corrals and buildings, including office-visitor center. Today the NBR draws over 220,000 visitors each year to view wildlife in natural settings. The economic effects of its presence and the recreation brought over \$975,000 in local expenditures and more then \$19,100.00 in non-resident spending in 2011. The economic effect of the NBR was calculated to be \$13.89 for every dollar of budget expenditure by the NBR.

During my 32 years as a FWS employee and another 22 years in retirement I have personally been involved with the management, protection and enhancement of the NWRS, and worked diligently to ensure a strong and vital conservation system for all to enjoy, I therefore, strongly oppose this dangerous precedent setting action by the FWS, which is apparently being done to resolve the dilemma presented by intransigent positions of the FWS and CSKT. The NWRS today consists of nearly 600 units and totals more then 150 million acres, and represents the worlds largest most diverse collection of public lands set aside specifically for the conservation of fish, wildlife and plants, all managed by the FWS as a cohesive unit.

Senator, The refuge system needs your help and that of your colleagues to emphatically refuse to support any proposed legislation that would transfer the NBR or any other unit of the NWRS to the CSKT or any other non-service entity. This iconic 108 year old refuge or any other refuge should never be bargained away to appease the political or self-serving economic interests of non-service entities. Our collective efforts should be spent to preserve the integrity of the NWRS for all Americans from current and future threats.

With your help this ridiculous proposal can be put to bed. Thank you for your consideration on this request, and I look forward to hearing from you.

Sincerely,

Marvin L Plenert
20500 S Tranquility Ln.
Oregon City, Oregon 97045

Phone 503 631 8191 Email marvplenert@yahoo.com

Text_Contents txt

Fwd: Discussion with the CSKT about the National Bison Range
wednesday, March 2, 2016 5:56 PM Mark as Unread

From: "Marvin Plenert" <marvplenert@yahoo.com>
To: marvplenert@yahoo.com

--- On Fri, 2/5/16, Bill west <gjestson@gmail.com> wrote:

> From: Bill west <gjestson@gmail.com>
> Subject: Fwd: Discussion with the CSKT about the National Bison Range
> To: "Bill west" <gjestson@gmail.com>
> Date: Friday, February 5, 2016, 5:46 PM
> FYI New
> direction-----
> Forwarded message -----
> From: Noreen
> Walsh <noreen_walsh@fws.gov>
> Date: Fri, Feb 5, 2016 at 4:12 PM
> Subject: Discussion with the CSKT about the National Bison
> Range
> To:
>
> Dear
> Mountain-Prairie Region, I want to inform
> you of a discussion the Service started today with the
> Confederated Salish and Kootenai Tribes (CSKT) regarding the
> National Bison Range. Many of you know that we have been
> working with the CSKT for about 20 years on the idea of a
> partnership at the National Bison Range that would be
> outlined in an Annual Funding Agreement which would allow
> them to manage and implement some of the activities on the
> refuge. This process has required much time and effort on
> the part of many, and despite valiant efforts all around,
> the parties have been unable to come to terms on a
> mutually-acceptable agreement. In an effort to
> achieve the best, long-term solution for our many
> conservation priorities, the specific conservation goals of
> the National Bison Range, and to support the principles of
> Indian self-determination there was a discussion today with
> the CSKT about the potential for the Service to support
> legislation that would transfer the lands comprising the
> National Bison Range to be held in trust by the United
> States for the CSKT. I wanted you all
> to know why we entered into these discussions. The
> National Bison Range was established in 1908 within the
> boundaries of the Flathead Reservation, home of the CSKT,
> for the express purpose of conserving the American bison
> during a time when the species was on the verge of
> extinction. Since then, the Service as well as our
> federal, state, and tribal partners have made great strides
> in conserving bison and re-establishing herds throughout
> their historic range. Also, while we have desired a
> meaningful partnership with CSKT at the National Bison
> Range, a mutually-acceptable agreement has been elusive.
> Given that we are today in a much better place regarding the
> future of bison, that we have much work to do on
> landscape-scale conservation efforts, and that we want to
> strengthen our partnership with the CSKT, we believe that
> now is the right time to investigate the possibility of
> transferring the refuge, which was long ago carved out of
> tribal lands, into trust for the benefit of the CSKT.
> Such a proposal
> would require Congressional approval and therefore, at this

Text_Contents txt

> point, we don't know if or when such a transfer would
> occur. Today was our first discussion with the CSKT about
> the idea. As we go forward, my pledge is to ensure that
> wherever the discussion leads us, the talented and
> committed staff of the National Bison Range are taken care
> of. To this end, will Meeks, Mike Blenden, and I spent the
> afternoon at the Refuge where we talked about the ideas
> under discussion. In our conversations, I emphasized that
> they will all remain valued employees of the Service,
> regardless of the outcome of these discussions.
> I know that many
> of you will have thoughts and questions about this idea.
> This was not an easy decision to come by, nor one that was
> taken lightly, but in the end, I believe that this is a good
> path for the Service, the CSKT, and for the conservation of
> our fish and wildlife resources. As always, I value
> your feedback and questions. Noreen
>
> Noreen WalshRegional
> DirectorMountain-Prairie RegionU. S.
> Fish and wildlife
> Service
>
>
>
>



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



SEP 16 2011

In Reply Refer To;
FWS/D/ 049519

Mr. Nathaniel P. Reed
P.O. Box 1213
Hobe Sound, Florida 33475

Nat

Dear Mr. Reed:

Thank you for our conversation today and your support and your interest in the National Bison Range (NBR). The U. S. Fish and Wildlife Service (Service) is currently negotiating with the Confederated Salish and Kootenai Tribes (CSKT) for a new Annual Funding Agreement (AFA) to involve the CSKT in the operations and maintenance of the National Bison Range and other units of the NBR Complex that lie within the Flathead Reservation. Before a new AFA is signed and reported to Congress, the Service will prepare an Environmental Assessment, and will seek public review and comment on the draft document.

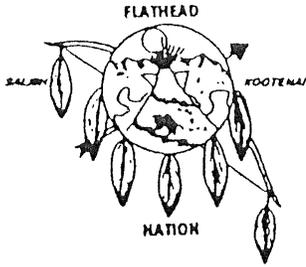
The Service cannot and will not "turn over" management of NBR or any other Refuge to the CSKT or any other non-Service entity. Under any future AFA, NBR will remain a unit of the National Wildlife Refuge System, managed by the Service under direct guidance of the Service's on-site Refuge Manager. No inherently federal functions will be contracted to the CSKT. The CSKT has extremely strong cultural, historic, and geographic ties to the NBR and the NBR bison herd, and will work with us through its highly professional Natural Resources Department. Any future AFA will uphold both the letter and spirit of both the Refuge Administration Act, as amended, and the Tribal Self-Governance Act. These laws are not mutually exclusive. We are confident that a strong partnership, with Service and CSKT employees working together, under direction of the Refuge Manager, is the best way to continue managing the NBR to achieve the Refuge's purposes and the mission of the National Wildlife Refuge System.

Thanks again for your time today and continued interest in this issue. If you have any questions, please call me at 202-208-4545.

Sincerely,

Daniel M. Ashe
Director

THE CONFEDERATED SALISH AND
KOOTENAI TRIBES,
THE SOVEREIGN PEOPLE OF THE
FLATHEAD INDIAN RESERVATION



VISION

The traditional principles and values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities, in the ways we have regained and restored our homelands and natural resources, in the ways we have built a self-sufficient society and economy, in the ways we govern our Reservation and represent ourselves to the rest of the world and in the ways we continue to preserve our right to determine our own destiny.

MISSION

Our mission is to adopt traditional principles and values into all facets of tribal operations and service. We will invest in our people in a manner that ensures our ability to become a completely self-sufficient society and economy. We will strive to regain ownership and control of all lands within our reservation boundaries. And we will provide sound

enhance natural resources and ecosystems.

Developed by Strategic Planning Committee, March 1996

Adopted by Tribal Council, May 1996



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Response Reply to:
FWS/ANRS/062622

JUN 15 2016

Mr. Marvin Plenert
20500 Tranquility Lane
Oregon City, Oregon 97045

Dear Mr. Plenert:

Thank you for your letter of March 1, 2016 to the Honorable Harry Reid ,concerning the U.S. Fish and Wildlife Service's (Service) expression of support for potential legislation transferring the National Bison Range into trust for the benefit of the Confederated Salish and Kootenai Tribes (CSKT). Senator Reid has asked that the Service respond directly to you. The Service recognizes your concern and passion for the National Wildlife Refuge System (Refuge System) and offers the following observations.

As you know, President Theodore Roosevelt established the National Bison Range in 1908 within the boundaries of the Flathead Indian Reservation, home of the CSKT. The Service considers this potential transfer of administration a unique situation because the National Bison Range was established wholly within a Reservation boundary for a narrowly defined purpose, the conservation of bison at a time when they were on the verge of extinction. The Service, along with our federal, state and tribal partners, has made great strides in conserving bison, and we expect this conservation success story will continue under this proposal.

The Service would support legislation that included provisions to ensure these lands are managed in accordance with the original purpose of the National Bison Range as well as provide public access. The Service considers the CSKT to be experienced land and resource managers that have a long history of successful wildlife conservation. We have confidence the CSKT will maintain the high conservation standards that have been established at the National Bison Range, preserving its conservation legacy.

I take my responsibilities for the Refuge System seriously and although you may not agree with the Service's position, I hope you acknowledge that if the Service is to continue achieving our mission, we must make difficult decisions to focus our limited resources on our country's greatest conservation challenges.

Sincerely,

Director

cc: Senator Harry Reid



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



In Response Reply to:
FWS/ANRS/062622

JUN 15 2016

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Director

cc: Senator Harry Reid



United States Department of the Interior

FISH AND WILDLIFE SERVICE
Washington, D.C. 20240



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FWS/ANRS/062622

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Sincerely,

Director

cc: Senator Harry Reid



National Headquarters

1130 17th Street, N.W. | Washington, D.C. 20036-4604 | tel 202.682.9400 | fax 202.682.1331
www.defenders.org

August 11, 2016

Dan Ashe
Director
U.S. Fish and Wildlife Service
1849 C. Street, NW, Room 3331
Washington, DC 20240

Den
Dear Director Ashe:

As you know, the U.S. Fish and Wildlife Service is considering a proposal to transfer the National Bison Range within the Flathead Indian Reservation in Montana into federal trust ownership as part of the reservation held for the benefit the Confederated Salish and Kootenai Tribes. I am writing to share Defenders of Wildlife's views on the proposed transfer.

The National Wildlife Refuge System is the only network of federal lands and waters dedicated specifically to wildlife conservation. The guiding purpose and historic legacy of the System are vital to ensuring that imperiled species and diverse wildlife populations in North America are secure and thriving, sustained by a network of healthy lands and waters. The Refuge System is of paramount importance to Defenders in achieving our mission to conserve all native animals and plants in their natural communities.

The National Bison Range was critical to saving the American plains bison from extinction, and though its importance to bison has diminished as the species recovered, it remains a popular wildlife refuge and preserves one of the largest and last remaining tracts of intact, publicly-owned intermountain native grasslands in the U.S., among the rarest habitat types in North America. It supports a diversity of wildlife today, including bison, elk, bighorn sheep, pronghorn, mule and white-tailed deer, mountain lions, bears, bobcats and over two hundred species of birds. Legislation to transfer the Range would remove it from the National Wildlife Refuge System, giving the Tribes exclusive jurisdiction to manage the lands solely for bison, wildlife and natural resource conservation purposes, while providing continued public access to these lands.

Defenders, the U.S. Fish and Wildlife Service, and others recognize the Confederated Tribes for their exemplary management of wildlife and other natural resources, including their essential role in the conservation and recovery of bison, America's national mammal, at the Bison Range. We have been honored to partner with the Tribes in many of their efforts to protect and restore imperiled species and their habitat. However, despite our deep respect for the Tribes and their conservation stewardship, we have serious concerns with the proposed transfer of this refuge.

Legislation to transfer the National Bison Range comes at a precarious time, when the very concept of public lands is under sustained attack. The growing social and political movement to divest the

the federal estate has given rise to repeated attempts to seize land from public ownership or management, and fueled misguided efforts in Congress in support of these objectives. The Refuge System has become a particular target of this extreme agenda, from the prolonged occupation of Malheur Refuge in Oregon to a concerted congressional attempt to dispose of thousands of acres of Vieques Refuge in Puerto Rico.

Against this backdrop, novel arrangements that remove land from the Refuge System would represent the loss of public management of federal lands and, despite our best efforts to differentiate them, may be interpreted as a precedent that further threatens public lands across the country. Given that a number of national wildlife refuges are sited, like the Bison Range, on former tribal lands or are threatened by other, non-tribal claims, the proposed legislation could feed into the public lands takeover movement and encourage efforts to transfer other refuge units out of the System.

Preservation of the National Wildlife Refuge System is critical to the future conservation of wildlife, biodiversity, and vulnerable and rare habitats throughout the United States. Our nation's natural heritage is increasingly jeopardized by development, invasive species and climate change. A landscape-scale conservation network will be critical to addressing these challenges. As species and ecosystems adapt to changing conditions, every refuge unit will become increasingly important to conserving these public trust resources.

For these reasons, Defenders of Wildlife opposes the transfer of the National Bison Range from the National Wildlife Refuge System. We encourage the Fish and Wildlife Service and the Confederated Tribes to explore alternative paths for recognizing and formalizing the Tribes' immemorial bond and commitment to the Bison Range. Defenders remains steadfast in our support of the National Bison Range, the National Wildlife Refuge System and our valued partnership with the Tribes to protect and restore our nation's extraordinary wildlife and wildlands for current and future generations.

Thank you for your consideration of our views on this difficult and complex issue. If it would be helpful, I would be happy to discuss Defenders' concerns with this proposal further with you.

Sincerely,



Jamie Rappaport Clark
President and CEO

From: [Munoz, Anna](#)
To: [Noreen Walsh](#); [Will Meeks](#); [Stephen Torbit](#); [Roya Mogadam](#)
Subject: Fwd: Searching for August 11 Bison Range Letter from Defenders
Date: Wednesday, August 17, 2016 10:10:34 AM
Attachments: [Defenders of Wildlife Bison Range ltr of 8-11-16.pdf](#)

FYI - Defenders sent Dan the attached letter on NBR last week. My understanding is that CSKT may be sending a response letter.

Anna

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

From: **Irwin, Thomas** <thomas_irwin@fws.gov>
Date: Wednesday, August 17, 2016
Subject: Re: Searching for August 11 Bison Range Letter from Defenders
To: "Morris, Charisa" <charisa_morris@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Betsy Hildebrandt <Betsy_Hildebrandt@fws.gov>
Cc: Roslyn Sellars <Roslyn_Sellars@fws.gov>

Here you go!



thomas_irwin@fws.gov - (202) 208-4545
Office of the Director - 1849 C Street NW - Room 3356 - Washington, DC 20240

On Wed, Aug 17, 2016 at 10:30 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:
Please forward to Anna, Betsy, and me when you find it - thank you!

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542



National Headquarters

1130 17th Street, N.W. | Washington, D.C. 20036-4604 | tel 202.682.9400 | fax 202.682.1331
www.defenders.org

August 11, 2016

Dan Ashe
Director
U.S. Fish and Wildlife Service
1849 C. Street, NW, Room 3331
Washington, DC 20240

Den
Dear Director Ashe:

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Defenders, the U.S. Fish and Wildlife Service, and others recognize the Confederated Tribes for their exemplary management of wildlife and other natural resources, including their essential role in the conservation and recovery of bison, America's national mammal, at the Bison Range. We have been honored to partner with the Tribes in many of their efforts to protect and restore imperiled species and their habitat. However, despite our deep respect for the Tribes and their conservation stewardship, we have serious concerns with the proposed transfer of this refuge.

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Against this backdrop, novel arrangements that remove land from the Refuge System would represent the loss of public management of federal lands and, despite our best efforts to differentiate them, may be interpreted as a precedent that further threatens public lands across the country. Given that a number of national wildlife refuges are sited, like the Bison Range, on former tribal lands or are threatened by other, non-tribal claims, the proposed legislation could feed into the public lands takeover movement and encourage efforts to transfer other refuge units out of the System.

Preservation of the National Wildlife Refuge System is critical to the future conservation of wildlife, biodiversity, and vulnerable and rare habitats throughout the United States. Our nation's natural heritage is increasingly jeopardized by development, invasive species and climate change. A landscape-scale conservation network will be critical to addressing these challenges. As species and ecosystems adapt to changing conditions, every refuge unit will become increasingly important to conserving these public trust resources.

For these reasons, Defenders of Wildlife opposes the transfer of the National Bison Range from the National Wildlife Refuge System. We encourage the Fish and Wildlife Service and the Confederated Tribes to explore alternative paths for recognizing and formalizing the Tribes' immemorial bond and commitment to the Bison Range. Defenders remains steadfast in our support of the National Bison Range, the National Wildlife Refuge System and our valued partnership with the Tribes to protect and restore our nation's extraordinary wildlife and wildlands for current and future generations.

Thank you for your consideration of our views on this difficult and complex issue. If it would be helpful, I would be happy to discuss Defenders' concerns with this proposal further with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jamie Rappaport Clark'. The signature is fluid and cursive, with a large initial 'J' and 'R'.

Jamie Rappaport Clark
President and CEO

From: [Will Meeks](#)
To: [Mike Blenden](#); [Maureen Gallagher](#); [Jeff King](#)
Subject: FW: Searching for August 11 Bison Range Letter from Defenders
Date: Wednesday, August 17, 2016 10:14:00 AM
Attachments: [Defenders of Wildlife Bison Range ltr of 8-11-16.pdf](#)

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Munoz, Anna [mailto:anna_munoz@fws.gov]
Sent: Wednesday, August 17, 2016 10:10 AM
To: Noreen Walsh; Will Meeks; Stephen Torbit; Roya Mogadam
Subject: Fwd: Searching for August 11 Bison Range Letter from Defenders

FYI - Defenders sent Dan the attached letter on NBR last week. My understanding is that CSKT may be sending a response letter.

Anna

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

From: **Irwin, Thomas** <thomas_irwin@fws.gov>
Date: Wednesday, August 17, 2016
Subject: Re: Searching for August 11 Bison Range Letter from Defenders
To: "Morris, Charisa" <charisa_morris@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Betsy Hildebrandt <Betsy_Hildebrandt@fws.gov>
Cc: Roslyn Sellars <Roslyn_Sellars@fws.gov>

Here you go!



thomas_irwin@fws.gov - (202) 208-4545
Office of the Director - 1849 C Street NW - Room 3356 - Washington, DC 20240

On Wed, Aug 17, 2016 at 10:30 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:
Please forward to Anna, Betsy, and me when you find it - thank you!

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

From: [Will Meeks](#)
To: [Jeff King](#)
Cc: [Mike Blenden](#); [Maureen Gallagher](#)
Subject: RE: Searching for August 11 Bison Range Letter from Defenders
Date: Wednesday, August 17, 2016 1:27:00 PM

I understand Defenders sent the letter as a cc to the CSKT. They would be responding on their own behalf.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Jeff King [mailto:jeff_king@fws.gov]
Sent: Wednesday, August 17, 2016 1:01 PM
To: Will Meeks
Cc: Mike Blenden; Maureen Gallagher
Subject: Re: Searching for August 11 Bison Range Letter from Defenders

Will,

Why is the CSKT sending a response to a letter sent to the FWS Director?

Thanks,

jk
Sent from my iPad

On Aug 17, 2016, at 10:14 AM, Will Meeks <Will_Meeks@fws.gov> wrote:

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Munoz, Anna [mailto:anna_munoz@fws.gov]
Sent: Wednesday, August 17, 2016 10:10 AM
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Anna

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

From: **Irwin, Thomas** <thomas_irwin@fws.gov>

Date: Wednesday, August 17, 2016

Subject: Re: Searching for August 11 Bison Range Letter from Defenders

To: "Morris, Charisa" <charisa_morris@fws.gov>, Anna Munoz

<anna_munoz@fws.gov>, Betsy Hildebrandt <Betsy_Hildebrandt@fws.gov>

Cc: Roslyn Sellars <Roslyn_Sellars@fws.gov>

Here you go!



thomas_irwin@fws.gov - (202) 208-4545

Office of the Director - 1849 C Street NW - Room 3356 - Washington, DC 20240

On Wed, Aug 17, 2016 at 10:30 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:

Please forward to Anna, Betsy, and me when you find it - thank you!

--

Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

<Defenders of Wildlife Bison Range ltr of 8-11-16.pdf>

From: [Will Meeks](#)
To: [Jeff King](#)
Cc: [Mike Blenden](#); [Maureen Gallagher](#)
Subject: RE: Searching for August 11 Bison Range Letter from Defenders
Date: Wednesday, August 17, 2016 1:42:00 PM

Neither had I, but I asked if they were. It was confirmed by Bob Dreher (formerly in FWS, now Defenders) that they had sent a copy to CSKT.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Jeff King [mailto:jeff_king@fws.gov]
Sent: Wednesday, August 17, 2016 1:41 PM
To: Will Meeks
Cc: Mike Blenden; Maureen Gallagher
Subject: Re: Searching for August 11 Bison Range Letter from Defenders

That makes sense. I didn't see the cc to CSKT.

Thanks,

jk
Sent from my iPad

On Aug 17, 2016, at 1:27 PM, Will Meeks <Will.Meeks@fws.gov> wrote:

I understand Defenders sent the letter as a cc to the CSKT. They would be responding on their own behalf.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Jeff King [mailto:jeff_king@fws.gov]
Sent: Wednesday, August 17, 2016 1:01 PM
To: Will Meeks
Cc: Mike Blenden; Maureen Gallagher
Subject: Re: Searching for August 11 Bison Range Letter from Defenders

Will,

Why is the CSKT sending a response to a letter sent to the FWS Director?

Thanks,

jk

Sent from my iPad

On Aug 17, 2016, at 10:14 AM, Will Meeks <Will_Meeks@fws.gov> wrote:

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Munoz, Anna [mailto:anna_munoz@fws.gov]
Sent: Wednesday, August 17, 2016 10:10 AM
To: Noreen Walsh; Will Meeks; Stephen Torbit; Roya Mogadam
Subject: Fwd: Searching for August 11 Bison Range Letter from Defenders

FYI - Defenders sent Dan the attached letter on NBR last week. My understanding is that CSKT may be sending a response letter.

Anna

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

From: Irwin, Thomas <thomas_irwin@fws.gov>
Date: Wednesday, August 17, 2016
Subject: Re: Searching for August 11 Bison Range Letter from Defenders
To: "Morris, Charisa" <charisa_morris@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Betsy Hildebrandt <Betsy_Hildebrandt@fws.gov>
Cc: Roslyn Sellars <Roslyn_Sellars@fws.gov>

Here you go!



thomas_irwin@fws.gov - (202) 208-4545
Office of the Director - 1849 C Street NW - Room 3356 - Washington, DC 20240

On Wed, Aug 17, 2016 at 10:30 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:

Please forward to Anna, Betsy, and me when you find it - thank you!

--

Charisa.Morris@fws.gov | Chief of Staff, Office of the
Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348
| Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial
cell: 301-875-8937

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

<Defenders of Wildlife Bison Range ltr of 8-11-16.pdf>

From: [Stephanie Potter](#)
To: [Will Meeks](#)
Subject: NBR meeting with Noreen
Date: Monday, August 22, 2016 10:23:27 AM

Hi Will,

Are you able to meet with Noreen and Steve at 4:00 to talk about NBR for about 30 minutes today?

Thank you!

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: [Will Meeks](#)
To: [Stephanie Potter](#)
Subject: Re: NBR meeting with Noreen
Date: Monday, August 22, 2016 10:30:55 AM

Yep

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

On Aug 22, 2016, at 10:23 AM, Stephanie Potter <stephanie_potter@fws.gov> wrote:

Hi Will,

Are you able to meet with Noreen and Steve at 4:00 to talk about NBR for about 30 minutes today?

Thank you!

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: [Stephanie Potter](#)
To: [Will Meeks](#)
Subject: RE: NBR meeting with Noreen
Date: Monday, August 22, 2016 10:35:27 AM

Thanks. I'll send the invite

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: Will Meeks [mailto:will_meeks@fws.gov]
Sent: Monday, August 22, 2016 10:31 AM
To: Stephanie Potter
Subject: Re: NBR meeting with Noreen

Yep

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

On Aug 22, 2016, at 10:23 AM, Stephanie Potter <stephanie_potter@fws.gov> wrote:

Hi Will,

Are you able to meet with Noreen and Steve at 4:00 to talk about NBR for about 30 minutes today?

Thank you!

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: stephanie_potter@fws.gov
To: [Will Meeks](#); [Stephen Torbit](#)
Subject: NBR discussion
Start: Monday, August 22, 2016 4:00:00 PM
End: Monday, August 22, 2016 4:30:00 PM
Location: RD office

From: [Google Calendar](#) on behalf of [Toni Griffin](#)
To: will_meecks@fws.gov; maureen_gallagher@fws.gov; mike_blendin@fws.gov; keenan_adams@fws.gov
Subject: NBR CCP/EIS
Attachments: [inline.js](#)

This event has been changed.

[HYPERLINK "https://www.google.com/calendar/event?action=VIEW&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en"more details >](https://www.google.com/calendar/event?action=VIEW&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en)

NBR CCP/EIS

Changed:

When:

Changed: Fri Aug 26, 2016 1pm - 2pm Mountain Time

Where:

Changed: Will's office ([HYPERLINK "https://maps.google.com/maps?q=Will's office&hl=en"map](https://maps.google.com/maps?q=Will's+office&hl=en))

Calendar:

will_meecks@fws.gov

Who:

• toni_griffin@fws.gov

- organizer

• maureen_gallagher@fws.gov

• mike_blendin@fws.gov

• will_meecks@fws.gov

• keenan_adams@fws.gov

Going?

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=1&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en"Yes -](https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=1&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en)

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=3&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en"Maybe -](https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=3&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en)

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=2&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en"No](https://www.google.com/calendar/event?action=RESPOND&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&rst=2&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en)

[HYPERLINK "https://www.google.com/calendar/event?action=VIEW&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en"more options >](https://www.google.com/calendar/event?action=VIEW&eid=ZDKyb2xmdTAzY2dsbF9eZWVrc0Bmd3MuZ292&tok=MjAjdG9uaV9ncmlmZmluQGZ3cy5ub3Y3ODNiYzZlbnRlZmUzNGZlODc2YmFkMTU2OTgwMzFkMDZlZjUxNDU5&ctz=America/Denver&hl=en)

Invitation from [HYPERLINK "https://www.google.com/calendar/"Google Calendar](https://www.google.com/calendar/)

You are receiving this email at the account will_meecks@fws.gov because you are subscribed for updated invitations on calendar will_meecks@fws.gov.

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to modify your RSVP response. [HYPERLINK "https://support.google.com/calendar/answer/37135#forwarding"Learn More.](https://support.google.com/calendar/answer/37135#forwarding)

From: [Will Meeks](#)
To: [Mike Blenden](#)
Cc: [Maureen Gallagher](#)
Subject: Call, etc
Date: Tuesday, August 23, 2016 9:51:09 AM

Mike,

I know time is tight, but let's get together this week and look at some things I think we need to do re: NBR. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

From: [Jeff King](#)
To: [Will Meeks](#)
Subject: FW: Searching for August 11 Bison Range Letter from Defenders
Date: Wednesday, August 24, 2016 3:20:19 PM

Thanks,

jk

Jeff King, Project Leader

National Bison Range Complex
58355 Bison Range Road
Moiese, Montana 59824
(406) 644-2211 ext. 204

From: Will Meeks [mailto:Will_Meeks@fws.gov]
Sent: Wednesday, August 17, 2016 1:43 PM
To: Jeff King
Cc: Mike Blenden; Maureen Gallagher
Subject: RE: Searching for August 11 Bison Range Letter from Defenders

Neither had I, but I asked if they were. It was confirmed by Bob Dreher (formerly in FWS, now Defenders) that they had sent a copy to CSKT.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Jeff King [mailto:jeff_king@fws.gov]
Sent: Wednesday, August 17, 2016 1:41 PM
To: Will Meeks
Cc: Mike Blenden; Maureen Gallagher
Subject: Re: Searching for August 11 Bison Range Letter from Defenders

That makes sense. I didn't see the cc to CSKT.

Thanks,

jk
Sent from my iPad

On Aug 17, 2016, at 1:27 PM, Will Meeks <Will_Meeks@fws.gov> wrote:

I understand Defenders sent the letter as a cc to the CSKT. They would be responding

on their own behalf.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Jeff King [mailto:jeff_king@fws.gov]
Sent: Wednesday, August 17, 2016 1:01 PM
To: Will Meeks
Cc: Mike Blenden; Maureen Gallagher
Subject: Re: Searching for August 11 Bison Range Letter from Defenders

Will,

Why is the CSKT sending a response to a letter sent to the FWS Director?

Thanks,

jk
Sent from my iPad

On Aug 17, 2016, at 10:14 AM, Will Meeks <Will_Meeks@fws.gov> wrote:

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Munoz, Anna [mailto:anna_munoz@fws.gov]
Sent: Wednesday, August 17, 2016 10:10 AM
To: Noreen Walsh; Will Meeks; Stephen Torbit; Roya Mogadam
Subject: Fwd: Searching for August 11 Bison Range Letter from Defenders

FYI - Defenders sent Dan the attached letter on NBR last week. My understanding is that CSKT may be sending a response letter.

Anna

----- Forwarded message -----
From: Irwin, Thomas <thomas_irwin@fws.gov>
Date: Wednesday, August 17, 2016

Subject: Re: Searching for August 11 Bison Range Letter from Defenders
To: "Morris, Charisa" <charisa_morris@fws.gov>, Anna Munoz <anna_munoz@fws.gov>, Betsy Hildebrandt <Betsy_Hildebrandt@fws.gov>
Cc: Roslyn Sellars <Roslyn_Sellars@fws.gov>

Here you go!



thomas_irwin@fws.gov - (202) 208-4545
Office of the Director - 1849 C Street NW - Room 3356 - Washington, DC 20240

On Wed, Aug 17, 2016 at 10:30 AM, Morris, Charisa <charisa_morris@fws.gov> wrote:
Please forward to Anna, Betsy, and me when you find it - thank you!

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[Charisa Morris@fws.gov](mailto:Charisa_Morris@fws.gov) | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

--

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

<Defenders of Wildlife Bison Range ltr of 8-11-16.pdf>

From: [Will Meeks](#)
To: [Jeff King](#); [Mike Blenden](#)
Subject: Reservation Land Consolidation Act
Date: Monday, September 12, 2016 1:56:00 PM
Attachments: [Reservation Lands.pdf](#)

Jeff and Mike,

See attached. The hearing is Wednesday, Sept. 14, at 2:15 p.m. in 628 Dirksen. E&E story here: <http://www.eenews.net/eedaily/stories/1060042632>

Also, I wanted to let you know that I have been working with Lori Caramanian in regards to Filing an Answer by the 9/21 court deadline.

Talk to you/staff on Friday.

Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Jeff King](#)
To: [Will Meeks](#)
Cc: [Mike Blenden](#)
Subject: Re: Reservation Land Consolidation Act
Date: Monday, September 12, 2016 2:16:06 PM

Will. I'm out of the office and having hard time reading on my phone. Is this part of the buy back program? It doesn't appear to be specific to nbr. Correct.

Thanks

jk

Sent from my iPhone

On Sep 12, 2016, at 12:56 PM, Will Meeks <Will.Meeks@fws.gov> wrote:

Jeff and Mike,

See attached. The hearing is Wednesday, Sept. 14, at 2:15 p.m. in 628 Dirksen. E&E story here: <http://www.eenews.net/eedaily/stories/1060042632>

Also, I wanted to let you know that I have been working with Lori Caramanian in regards to Filing an Answer by the 9/21 court deadline.

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Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

<Reservation Lands.pdf>

From: [Will Meeks](#)
To: [Jeff King](#)
Cc: [Mike Blenden](#)
Subject: Re: Reservation Land Consolidation Act
Date: Monday, September 12, 2016 2:26:07 PM

I believe you are correct. No mention of NBR. Just making you aware.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

On Sep 12, 2016, at 2:16 PM, Jeff King <jeff_king@fws.gov> wrote:

Will. I'm out of the office and having hard time reading on my phone. Is this part of the buy back program? It doesn't appear to be specific to nbr. Correct.

Thanks

jk

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Talk to you/staff on Friday.

Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System

303-236-4303 (w)
720-541-0310 (c)

<Reservation Lands.pdf>

From: [Noreen Walsh](#)
To: [Will Meeks](#)
Subject: Tester Bill?
Date: Wednesday, September 14, 2016 6:23:16 AM

Hi Will

Did you happen to find out anything about that Tester bill you mentioned Monday?

NW

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

From: [Will Meeks](#)
To: [Anna Munoz](#); roya_mogadam@fws.gov
Subject: Fwd: Tester Bill?
Date: Wednesday, September 14, 2016 6:32:09 AM

Anything you know that I can pass on?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: Noreen Walsh <noreen_walsh@fws.gov>
Date: September 14, 2016 at 6:22:55 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: Tester Bill?

Hi Will
Did you happen to find out anything about that Tester bill you mentioned Monday?
NW

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

From: [Anna Munoz](#)
To: [Will Meeks](#)
Cc: roya_mogadam@fws.gov
Subject: Re: Tester Bill?
Date: Wednesday, September 14, 2016 6:50:33 AM

As far as we know, there is no specific connection to the NBR proposal and we don't anticipate that it will be expanded to address NBR. Roya can provide more details but it's my understanding that this is something Tester has been working on for a while, prior to and separate from NBR.

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service
[134 Union Blvd.](#)
[Lakewood, CO 80228](#)
Office: [303-236-4510](tel:303-236-4510)
Cell: [720-648-2542](tel:720-648-2542)

On Sep 14, 2016, at 6:32 AM, Will Meeks <will_meeks@fws.gov> wrote:

Anything you know that I can pass on?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: Noreen Walsh <noreen_walsh@fws.gov>
Date: September 14, 2016 at 6:22:55 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: Tester Bill?

Hi Will
Did you happen to find out anything about that Tester bill you mentioned Monday?
NW

Noreen Walsh

Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

From: [Will Meeks](#)
To: [Noreen Walsh](#)
Cc: [Anna Munoz](#); roya_mogadam@fws.gov
Subject: Fwd: Tester Bill?
Date: Wednesday, September 14, 2016 7:01:51 AM

Good morning Noreen. Credit goes to Anna and Roya for finding an answer to your question. See below and have a good day.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: Anna Munoz <anna_munoz@fws.gov>
Date: September 14, 2016 at 6:50:14 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Cc: "roya_mogadam@fws.gov" <roya_mogadam@fws.gov>
Subject: Re: Tester Bill?

As far as we know, there is no specific connection to the NBR proposal and we don't anticipate that it will be expanded to address NBR. Roya can provide more details but it's my understanding that this is something Tester has been working on for a while, prior to and separate from NBR.

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service
[134 Union Blvd.](#)
[Lakewood, CO 80228](#)
Office: [303-236-4510](tel:303-236-4510)
Cell: [720-648-2542](tel:720-648-2542)

On Sep 14, 2016, at 6:32 AM, Will Meeks <will_meeks@fws.gov> wrote:

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Will Meeks
U.S. Fish and Wildlife Service

Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

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From: Noreen Walsh <noreen_walsh@fws.gov>
Date: September 14, 2016 at 6:22:55 AM MDT
To: Will Meeks <will_meeks@fws.gov>
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NW

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

From: [Noreen Walsh](#)
To: [Will Meeks](#)
Cc: [Anna Munoz](#); roya_mogadam@fws.gov
Subject: Re: Tester Bill?
Date: Wednesday, September 14, 2016 7:03:54 AM

Thanks very much all! What does the bill say (in essence)?

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

On Sep 14, 2016, at 7:01 AM, Will Meeks <will_meeks@fws.gov> wrote:

Good morning Noreen. Credit goes to Anna and Roya for finding an answer to your question. See below and have a good day.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: Anna Munoz <anna_munoz@fws.gov>
Date: September 14, 2016 at 6:50:14 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Cc: "roya_mogadam@fws.gov" <roya_mogadam@fws.gov>
Subject: Re: Tester Bill?

As far as we know, there is no specific connection to the NBR proposal and we don't anticipate that it will be expanded to address NBR. Roya can provide more details but it's my understanding that this is something Tester has been working on for a while, prior to and separate from NBR.

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service
[134 Union Blvd.](#)

Lakewood, CO 80228

Office: [303-236-4510](tel:303-236-4510)

Cell: [720-648-2542](tel:720-648-2542)

On Sep 14, 2016, at 6:32 AM, Will Meeks <will_meeks@fws.gov>
wrote:

Anything you know that I can pass on?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: Noreen Walsh
<noreen_walsh@fws.gov>
Date: September 14, 2016 at 6:22:55 AM
MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: Tester Bill?

Hi Will
Did you happen to find out anything about
that Tester bill you mentioned Monday?
NW

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

From: [Matten, Betsy](#)
To: [Will Meeks](#)
Subject: NBR Call Friday
Date: Wednesday, September 14, 2016 8:54:26 AM

Will,
Stephanie just updated me on your Friday NBR call. Noreen is using the RD conference room so you can call from your office (which you already know). The calling card number and passcode is on the invitation--she said you should use Noreen's leader number.

Matt is teleworking Friday, so he may or may not join the call. Stephanie said she hasn't seen him for a week so doesn't know what his plans are.

I held the 12-1 p.m. slot in case they decided to change the call time, but just canceled that.
Betsy

--

Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Will Meeks](mailto:Will.Meeks@fws.gov)
To: stephanie_potter@fws.gov
Cc: betsy_matten@fws.gov; [Mike Blenden](mailto:Mike.Blenden@fws.gov)
Subject: Fwd: NBR Call Friday
Date: Wednesday, September 14, 2016 8:59:54 AM

Jeff King asked the call be postponed. He is not in the office on Friday and there are only a couple staff working that day. I asked Mike Blenden to work with you to set up regularly scheduled calls after the bison roundup. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: "Matten, Betsy" <betsy_matten@fws.gov>
Date: September 14, 2016 at 8:54:23 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: NBR Call Friday

Will,
Stephanie just updated me on your Friday NBR call. Noreen is using the RD conference room so you can call from your office (which you already know). The calling card number and passcode is on the invitation--she said you should use Noreen's leader number.

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Betsy

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Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Matten, Betsy](#)
To: [Will Meeks](#)
Cc: [Stephanie Potter](#); [Mike Blenden](#)
Subject: Re: NBR Call Friday
Date: Wednesday, September 14, 2016 9:01:28 AM

Sounds good. Thank you.
Betsy

On Wed, Sep 14, 2016 at 8:59 AM, Will Meeks <will_meeks@fws.gov> wrote:

Jeff King asked the call be postponed. He is not in the office on Friday and there are only a couple staff working that day. I asked Mike Blenden to work with you to set up regularly scheduled calls after the bison roundup. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: "Matten, Betsy" <betsy_matten@fws.gov>
Date: September 14, 2016 at 8:54:23 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: NBR Call Friday

Will,
Stephanie just updated me on your Friday NBR call. Noreen is using the RD conference room so you can call from your office (which you already know). The calling card number and passcode is on the invitation--she said you should use Noreen's leader number.

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Betsy

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Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307

| Betsy_Matten@fws.gov

--

Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Stephanie Potter](#)
To: [Will Meeks](#)
Cc: [Betsy Matten](#); [Mike Blenden](#)
Subject: RE: NBR Call Friday
Date: Wednesday, September 14, 2016 9:08:21 AM

Betsy and I can work together to find a good day in October – your calendar is pretty full. I have one set for November.

Have a good day!

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: Will Meeks [mailto:will_meeks@fws.gov]
Sent: Wednesday, September 14, 2016 9:00 AM
To: stephanie_potter@fws.gov
Cc: betsy_matten@fws.gov; Mike Blenden
Subject: Fwd: NBR Call Friday

Jeff King asked the call be postponed. He is not in the office on Friday and there are only a couple staff working that day. I asked Mike Blenden to work with you to set up regularly scheduled calls after the bison roundup. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: "Matten, Betsy" <betsy_matten@fws.gov>
Date: September 14, 2016 at 8:54:23 AM MDT
To: Will Meeks <will_meeks@fws.gov>
Subject: **NBR Call Friday**

Will,
Stephanie just updated me on your Friday NBR call. Noreen is using the RD conference room so you can call from your office (which you already know). The calling card number and passcode is on the invitation--she said you should use Noreen's leader number.

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Betsy

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Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Stephanie Potter](#)
To: [Mike Blenden](#); [Will Meeks](#); [Matt Hogan](#); [Jeff King](#)
Subject: Canceled: NBR call
Importance: High

From: [Will Meeks](#)
To: [Noreen Walsh](#)
Cc: [Matt Hogan](#)
Subject: Call with NBR
Date: Wednesday, September 14, 2016 9:12:21 AM

Noreen,

I just wanted to let you know that Jeff suggest postponing the call Friday with NBR staff. He is gone and only a couple staff would have been able to make it. I let him know that we want regularly scheduled calls, but he didn't think a call this week was necessary. I deferred to him as the PL and he postponed it until after the roundup.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Noreen Walsh](#)
To: [Will Meeks](#)
Cc: [Matt Hogan](#)
Subject: Re: Call with NBR
Date: Wednesday, September 14, 2016 10:08:31 AM

Sounds good

> On Sep 14, 2016, at 9:13 AM, Will Meeks <will_meeks@fws.gov> wrote:

>

> Noreen,

>

> I just wanted to let you know that Jeff suggest postponing the call
> Friday with NBR staff. He is gone and only a couple staff would have
> been able to make it. I let him know that we want regularly scheduled
> calls, but he didn't think a call this week was necessary. I deferred
> to him as the PL and he postponed it until after the roundup.

>

> Will Meeks

> U.S. Fish and Wildlife Service

> Mountain-Prairie Region

> Assistant Regional Director

> National Wildlife Refuge System

> 303-236-4303 (w)

> 720-541-0310 (c)

From: [Noreen Walsh](#)
To: [Will Meeks](#)
Cc: [Matt Hogan](#)
Subject: Re: Call with NBR
Date: Thursday, September 15, 2016 8:24:03 AM

Thanks

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

> On Sep 14, 2016, at 9:13 AM, Will Meeks <will_meeks@fws.gov> wrote:
>
> Noreen,
>
> I just wanted to let you know that Jeff suggest postponing the call
> Friday with NBR staff. He is gone and only a couple staff would have
> been able to make it. I let him know that we want regularly scheduled
> calls, but he didn't think a call this week was necessary. I deferred
> to him as the PL and he postponed it until after the roundup.
>
> Will Meeks
> U.S. Fish and Wildlife Service
> Mountain-Prairie Region
> Assistant Regional Director
> National Wildlife Refuge System
> 303-236-4303 (w)
> 720-541-0310 (c)

From: [Hogan, Kelly](#)
To: [Mike Blenden](#); [Will Meeks](#); [Maureen Gallagher](#)
Subject: Bison Range Story...sorry if you already have seen this.
Date: Friday, September 23, 2016 6:51:14 AM

http://www.charkoosta.com/2016/2016_09_22/Draft_NBR_legislation_changes.html

From: [Will Meeks](#)
To: brian_salem@fws.gov
Cc: greg_langer@fws.gov
Subject: 11?
Date: Tuesday, September 27, 2016 9:07:07 AM

Brian,

Can you meet with Greg and me at 11:00 am today? I have a pretty specific request from Noreen and I think we'll need to ask for your assistance. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Salem, Brian](#)
To: [Will Meeks](#)
Cc: [Greg Langer](#)
Subject: Re: 11?
Date: Tuesday, September 27, 2016 9:21:21 AM

Absolutely, I will come down at 11am.

I was actually just about to give you a call, do you have a hardcopy of the responses you mentioned during yesterday morning meeting? Thinking Noreen may want to take a quick look just for awareness. Thanks Will,

Brian Salem

Chief of Staff to the Regional Director (on detail)

US Fish and Wildlife Service, Mountain-Prairie Region

office: (303) 236-4336

cell: (413) 262-9265

email: Brian_Salem@fws.gov

On Tue, Sep 27, 2016 at 9:07 AM, Will Meeks <will_meeks@fws.gov> wrote:

Brian,

Can you meet with Greg and me at 11:00 am today? I have a pretty specific request from Noreen and I think we'll need to ask for your assistance. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Will Meeks](#)
To: [Salem, Brian](#)
Subject: Re: 11?
Date: Tuesday, September 27, 2016 9:28:37 AM

Responses? NBR PEER lawsuit?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Sep 27, 2016, at 9:21 AM, Salem, Brian <brian_salem@fws.gov> wrote:

Absolutely, I will come down at 11am.

I was actually just about to give you a call, do you have a hardcopy of the responses you mentioned during yesterday morning meeting? Thinking Noreen may want to take a quick look just for awareness. Thanks Will,

Brian Salem

Chief of Staff to the Regional Director (on detail)

US Fish and Wildlife Service, Mountain-Prairie Region

office: (303) 236-4336

cell: (413) 262-9265

email: Brian_Salem@fws.gov

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Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Salem, Brian](#)
To: [Will Meeks](#)
Subject: Re: 11?
Date: Tuesday, September 27, 2016 9:29:56 AM

Yeah. Should have been more clear, my mistake.

On Tue, Sep 27, 2016 at 9:28 AM, Will Meeks <will_meeks@fws.gov> wrote:
Responses? NBR PEER lawsuit?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Sep 27, 2016, at 9:21 AM, Salem, Brian <brian_salem@fws.gov> wrote:

Absolutely, I will come down at 11am.

I was actually just about to give you a call, do you have a hardcopy of the responses you mentioned during yesterday morning meeting? Thinking Noreen may want to take a quick look just for awareness. Thanks Will,

Brian Salem
Chief of Staff to the Regional Director (on detail)
US Fish and Wildlife Service, Mountain-Prairie Region
office: (303) 236-4336
cell: (413) 262-9265
email: Brian_Salem@fws.gov

On Tue, Sep 27, 2016 at 9:07 AM, Will Meeks <will_meeks@fws.gov> wrote:
Brian,

Can you meet with Greg and me at 11:00 am today? I have a pretty specific request from Noreen and I think we'll need to ask for your assistance. Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: [Ryan Moehring](#)
To: [Anna Munoz](#); [Will Meeks](#)
Cc: [Roya Mogadam](#)
Subject: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:34:22 AM

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

**U.S. FISH & WILDLIFE DISAVOWS BISON RANGE TRANSFER
PROPOSAL
Retreat Is Attempted Defense for Illegal Promulgation of Refuge Give-
Away Plan**

Washington, DC — The U.S. Fish & Wildlife Service is formally denying that it proposed legislation to transfer the National Bison Range to a local tribe, according to the agency's latest court filing posted today by Public Employees for Environmental Responsibility (PEER). Despite substantial documentation that the agency did indeed make such a proposal, the maneuver seems designed to deflect a PEER lawsuit charging it with forgoing statutorily required environmental review prior to proposing legislation.

In its answer filed on September 21, 2016 to the PEER lawsuit pending in U.S. District Court in Washington, DC, government lawyers for the Fish & Wildlife Service (FWS) "deny that they have announced a legislative proposal to transfer the National Bison Range out of the National Wildlife Refuge System." In this revised version of events, "Director Ashe did not state that FWS 'initiated' a transfer of the NBR... FWS' position was to support the CKST's [Confederated Salish and Kootenai Tribes] proposal for legislation." Even more strained is the assertion that congressional briefings the agency set up were because the delegation "requested that FWS brief them on the history of the NBR [National Bison Range]."

Statements in this filing are flatly contradicted by documents obtained by PEER under the Freedom of Information Act, such as a February 18, 2016 email from Ashe saying that he was "ready to begin work to draft legislation." Indeed, the agency is withholding drafts of legislation circulated internally. Moreover, even the decision to support legislation triggers the need for review under the National Environmental Policy Act. It was FWS' violation of this same statute that was the basis of a PEER lawsuit which resulted in a 2010 court order striking down an

agreement to co-manage the refuge with the CSKT.

“Orphaning its own plan flies in the face of a paper trail proving the paternity of the Service’s brainchild,” stated PEER Senior Counsel Paula Dinerstein, pointing to the pattern of obfuscation and duplicity by senior FWS officials, particularly Ashe, on not only their plans for Bison Range but also on a host of other policy matters. “This is only the latest example of Dan Ashe speaking with a forked tongue.”

This tactical disavowal may doom the Bison Range transfer plan, which has no congressional sponsor as the end of the session looms. Despite efforts to dispel concerns (such as the CSKT converting it into a gambling casino), the tribe’s latest legislative draft still lacks any enforceable guarantees that the Bison Range continues to operate as a wildlife refuge; that its invaluable bison herd will be maintained intact; or that it remains open to the public. The Bison Range draws more than 200,000 visitors annually, mainly from outside Montana.

One part of the PEER suit the government appears to concede is that the National Bison Range has never had a Comprehensive Conservation Plan. Required by law since 1997, this plan constitutes the primary statutory mandate guiding administration of national wildlife refuges. Nor has FWS yet announced any schedule for preparing this required management plan for Bison Range.

“The Bison Range has suffered from its prolonged state of political limbo,” Dinerstein added, noting that staffing at the Bison Range has been allowed to drop to an all-time low. “PEER will be pressing the next administration to restore Bison Range as the Crown Jewel of the National Wildlife Refuge System.”

###

[Read the FWS court filing](#)

[Compare with allegations in PEER suit](#)

[View paper trail confirming FWS parentage of Bison Range proposal](#)

[See critical problems with CSKT proposal](#)

[Examine related Dan Ashe integrity issues](#)

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Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

[Web](#) | [Facebook](#) | [Twitter](#) | [Flickr](#) | [YouTube](#)

From: [Will Meeks](#)
To: brian_salem@fws.gov
Subject: Fwd: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:35:31 AM

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: Ryan Moehring <ryan_moehring@fws.gov>
Date: September 27, 2016 at 9:34:18 AM MDT
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>
Subject: PEER NBR News Release

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

**U.S. FISH & WILDLIFE DISAVOWS BISON RANGE
TRANSFER PROPOSAL
Retreat Is Attempted Defense for Illegal Promulgation of
Refuge Give-Away Plan**

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Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

[Web](#) | [Facebook](#) | [Twitter](#) | [Flickr](#) | [YouTube](#)

From: [Will Meeks](#)
To: [Lori Caramanian](#); Tanya.Nesbitt2@usdoj.gov
Subject: Fwd: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:35:42 AM

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

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Date: September 27, 2016 at 9:34:18 AM MDT
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>
Subject: PEER NBR News Release

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

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Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

[Web](#) | [Facebook](#) | [Twitter](#) | [Flickr](#) | [YouTube](#)

From: [Salem, Brian](#)
To: [Will Meeks](#)
Subject: Re: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:37:13 AM

Thanks!

On Tue, Sep 27, 2016 at 9:35 AM, Will Meeks <will_meeks@fws.gov> wrote:

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: Ryan Moehring <ryan_moehring@fws.gov>
Date: September 27, 2016 at 9:34:18 AM MDT
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks
<will_meeks@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>
Subject: PEER NBR News Release

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

**U.S. FISH & WILDLIFE DISAVOWS BISON RANGE
TRANSFER PROPOSAL
Retreat Is Attempted Defense for Illegal Promulgation of
Refuge Give-Away Plan**

Washington, DC — The U.S. Fish & Wildlife Service is formally denying that it proposed legislation to transfer the National Bison Range to a local tribe, according to the agency's latest court filing posted today by Public Employees for Environmental Responsibility (PEER). Despite substantial documentation that the agency did indeed make such a proposal, the maneuver seems designed to deflect a PEER lawsuit charging it with forgoing statutorily required environmental review prior to proposing legislation.

In its answer filed on September 21, 2016 to the PEER lawsuit pending

in U.S. District Court in Washington, DC, government lawyers for the Fish & Wildlife Service (FWS) “deny that they have announced a legislative proposal to transfer the National Bison Range out of the National Wildlife Refuge System.” In this revised version of events, “Director Ashe did not state that FWS ‘initiated’ a transfer of the NBR... FWS’ position was to support the CKST’s [Confederated Salish and Kootenai Tribes] proposal for legislation.” Even more strained is the assertion that congressional briefings the agency set up were because the delegation “requested that FWS brief them on the history of the NBR [National Bison Range].”

Statements in this filing are flatly contradicted by documents obtained by PEER under the Freedom of Information Act, such as a February 18, 2016 email from Ashe saying that he was “ready to begin work to draft legislation.” Indeed, the agency is withholding drafts of legislation circulated internally. Moreover, even the decision to support legislation triggers the need for review under the National Environmental Policy Act. It was FWS’ violation of this same statute that was the basis of a PEER lawsuit which resulted in a 2010 court order striking down an agreement to co-manage the refuge with the CSKT.

“Orphaning its own plan flies in the face of a paper trail proving the paternity of the Service’s brainchild,” stated PEER Senior Counsel Paula Dinerstein, pointing to the pattern of obfuscation and duplicity by senior FWS officials, particularly Ashe, on not only their plans for Bison Range but also on a host of other policy matters. “This is only the latest example of Dan Ashe speaking with a forked tongue.”

This tactical disavowal may doom the Bison Range transfer plan, which has no congressional sponsor as the end of the session looms. Despite efforts to dispel concerns (such as the CSKT converting it into a gambling casino), the tribe’s latest legislative draft still lacks any enforceable guarantees that the Bison Range continues to operate as a wildlife refuge; that its invaluable bison herd will be maintained intact; or that it remains open to the public. The Bison Range draws more than 200,000 visitors annually, mainly from outside Montana.

One part of the PEER suit the government appears to concede is that the National Bison Range has never had a Comprehensive Conservation Plan. Required by law since 1997, this plan constitutes the primary statutory mandate guiding administration of national wildlife refuges. Nor has FWS yet announced any schedule for preparing this required management plan for Bison Range.

“The Bison Range has suffered from its prolonged state of political limbo,” Dinerstein added, noting that staffing at the Bison Range has been allowed to drop to an all-time low. “PEER will be pressing the next administration to restore Bison Range as the Crown Jewel of the National Wildlife Refuge System.”

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[Compare with allegations in PEER suit](#)

[View paper trail confirming FWS parentage of Bison Range proposal](#)

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[Examine related Dan Ashe integrity issues](#)

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Thanks,

Ryan

Ryan Moehring

Public Affairs

U.S. Fish and Wildlife Service

Mountain-Prairie Region

303-236-0345

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From: [Lori Caramanian](#)
To: [Will Meeks](#)
Subject: Re: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:39:52 AM

Thx

Sent from my iPhone

On Sep 27, 2016, at 11:35 AM, Will Meeks <will_meeks@fws.gov> wrote:

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Begin forwarded message:

From: Ryan Moehring <ryan_moehring@fws.gov>
Date: September 27, 2016 at 9:34:18 AM MDT
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>
Subject: PEER NBR News Release

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

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Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

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From: [Munoz, Anna](#)
To: [Noreen Walsh](#); [Stephen Torbit](#); [Will Meeks](#); [Matt Hogan](#)
Subject: Fwd: PEER NBR News Release
Date: Tuesday, September 27, 2016 9:53:28 AM

FYI

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

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

From: **Ryan Moehring** <ryan_moehring@fws.gov>
Date: Tue, Sep 27, 2016 at 9:34 AM
Subject: PEER NBR News Release
To: Anna Munoz <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>

For Immediate Release: Tuesday, September 27, 2016
Contact: Kirsten Stade (240) 247-0296

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Thanks,

Ryan

Ryan Moehring

Public Affairs

U.S. Fish and Wildlife Service

Mountain-Prairie Region

303-236-0345

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September 16, 2016

Vernon Finley, Chairman
Confederated Salish & Kootenai Tribes
PO Box 278
Pablo, MT 59855

RE: Letter in Support of the National Bison Range
Restoration Act of 2016

Dear Chairman Finley,

On behalf of the Natural Resources Defense Council, I write to express our support of the National Bison Range Restoration Act of 2016. We fully support this bill “to restore the lands of the National Bison Range to federal trust ownership for the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation, and for other purposes.”

Given the unique history of these lands, we support their return to the Confederated Salish and Kootenai Tribes. We acknowledge the clear protection and conservation mandate contained in the bill. Regarding the future of the National Bison Range lands, the draft bill clearly states that the lands restored under this Act shall be “managed by the Tribes, consistent with the purposes of this Act, solely for the care and maintenance of bison, wildlife and other natural resources, including designation or naming of the restored land. As part of its management, the Tribes shall provide public access and education opportunities, and shall at all times have a publicly-available management plan for such land, bison and natural resources” This protection is consistent with the interest of NRDC and our members.

In regard to the unfortunately hot issue of privatizing public lands or transferring federal public lands to states – both of which NRDC vigorously opposes – the draft bill also makes clear that “[t]he provisions of this Act are uniquely suited to address the distinct circumstances, facts, history, and relationships involved with the subject bison, land and Tribes. These provisions are not intended, and shall not be interpreted, as precedent for any other situation regarding Federal land, property or facility.”

We have worked with multiple CSKT members on the Yellowstone bison issue, and we have had the honor and privilege of attending bison meetings on the Flathead Indian Reservation. We fully support the National Bison Range Restoration Act of 2016, and we look forward to the CSKT’s excellent management of these lands.

Sincerely,

NATURAL RESOURCES DEFENSE COUNCIL

317 E MENDENHALL STREET | SUITE D | BOZEMAN, MT | 59715 | T 406.556.9300 | F 406.404.1909 | NRDC.ORG

From: [Stephanie Potter](#)
To: [Betsy Matten](#); [Jennifer Turkington](#); [Denise Sanchez](#)
Cc: [Will Meeks](#); [Stephen Torbit](#); [Anna Munoz](#)
Subject: FW: Correspondence: NRDC endorsement of National Bison Range Restoration Act
Date: Tuesday, September 27, 2016 11:35:39 AM
Attachments: [NRDC endorsement of restoring NBR to CSKT.pdf](#)

FYI only – no action required at this time.

Stephanie Potter
Executive Assistant
Office of the Regional Director
Mountain-Prairie Region
U.S. Fish & Wildlife Service
303-236-7920

From: Randolph, Nikki [mailto:nikki_randolph@fws.gov]
Sent: Tuesday, September 27, 2016 11:33 AM
To: Scott Aikin; Stephanie Potter
Subject: Fwd: Correspondence: NRDC endorsement of National Bison Range Restoration Act

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

From: **Sellars, Roslyn** <roslyn_sellars@fws.gov>
Date: Fri, Sep 23, 2016 at 10:31 AM
Subject: Correspondence: NRDC endorsement of National Bison Range Restoration Act
To: Nikki Randolph <Nikki_Randolph@fws.gov>, "Hancock, Donnise L" <Donnise_Hancock@fws.gov>, "Morris, Charisa" <Charisa_Morris@fws.gov>

FYI
Roslyn

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

From: **George Waters** <george@georgewaters.com>
Date: Thu, Sep 22, 2016 at 6:29 PM
Subject: NRDC endorsement
To: jim_kurth@fws.gov, roslyn_sellars@fws.gov, scott_aikin@fws.gov, matt_hogan@fws.gov, stephanie_potter@fws.gov, megan_reed@fws.gov, ann.navaro@sol.doi.gov, stephen_guertin@fws.gov, cynthia_martinez@fws.gov, noreen_walsh@fws.gov, shaun_sanchez@fws.gov, Dan Ashe <d_m_ashe@fws.gov>, "Roth, Barry" <BARRY.ROTH@sol.doi.gov>, Hilary Tompkins <hilary.tompkins@sol.doi.gov>
Cc: brian.upton@cskt.org

Folks – Thought you might find the attached letter from the Natural Resources Defense Council supporting enactment of the National Bison Range Restoration Act of 2016 of interest. NRDC did a great job explaining how this is entirely distinguishable from privatization or transferring federal lands to the states.

The signature on the letter is a little difficult to read but it is Matt Skoglund, the Director of NRDC's Northern Rockies Office. They gave it to us during a meeting there this afternoon.

Thanks!

*George Waters, President
George Waters Consulting Service
505 Capitol Court., NE
Suite 200
Washington, DC 20002
(202) 544-3044
(202) 544-3155 fax
george@georgewaters.com*

--

Nikki S. Randolph
Chief, CCU
U.S. Fish and Wildlife Service
202-208-7535

*"It's my Life. it's now or never, I ain't gonna live forever, I just wanna live while I am
alive....." My hero... JBJ*

From: [Mogadam, Roya](#)
To: [Will Meeks](#)
Subject: NBR Briefing Paper
Date: Thursday, October 27, 2016 2:05:11 PM

Hi Will-

Anna took a look at this transition BP on NBR and made some edits. Please let me know if you would like any additional edits. My goal is to send this to Matt/Noreen today.

Link: https://docs.google.com/a/doi.gov/document/d/1KgLD9yKKjczU2K_ryLdQY_KnyPHX-3MOkdukpdgib2Q/edit?usp=sharing

Thanks,
Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

From: [Will Meeks](#)
To: [Mogadam, Roya](#)
Subject: Re: NBR Briefing Paper
Date: Thursday, October 27, 2016 3:17:41 PM

I trust you and Anna. No time to review to meet your deadline.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

On Oct 27, 2016, at 2:05 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

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Thanks,
Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

From: [Mogadam, Roya](#)
To: [Will Meeks](#)
Subject: Re: NBR Briefing Paper
Date: Thursday, October 27, 2016 3:21:02 PM

Thanks Will!

On Thu, Oct 27, 2016 at 3:17 PM, Will Meeks <will_meeks@fws.gov> wrote:
I trust you and Anna. No time to review to meet your deadline.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
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Thanks,
Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

--
Roya Mogadam

Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

From: [Will Meeks](#)
To: [Jeff King](#); [Karen Shoemaker](#); [Darren Thomas](#); [Amy Lisk](#); [Brent Woodger](#); [Marlin McDonald](#); [Francis Cahoon](#); [Laura King](#)
Cc: [Maureen Gallagher](#); [Mike Blenden](#)
Subject: A grave mistake
Date: Wednesday, November 02, 2016 1:19:00 PM

NBR Staff,

I'd like to apologize for the completely inadvertent mistake made by not including NBR in the document I sent yesterday. I can assure you it was a mistake. In fact, we also missed South Dakota refuges in one portion of the document as well.

I want to let you know this is not a lack of respect for the work you do or my previous commitments to staff.

I have asked Mike B. and Danielle (writer/editor) to make the corrections immediately so I can send out new pages that accurately reflects the NBR. I'll also address the error early in the call tomorrow.

Again, I apologize.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. *We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.*
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency’s mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today’s priorities and tomorrow’s opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.
- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate

interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by December 15, 2016. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

Change Log

The following change log documents edits incorporated into the Realignment Strategy Staffing Framework.

Item Changed/Added	Reason	Person	Date
National Bison Range	Left out inadvertently	W. Meeks, ARD NWRS R6	11/2/16

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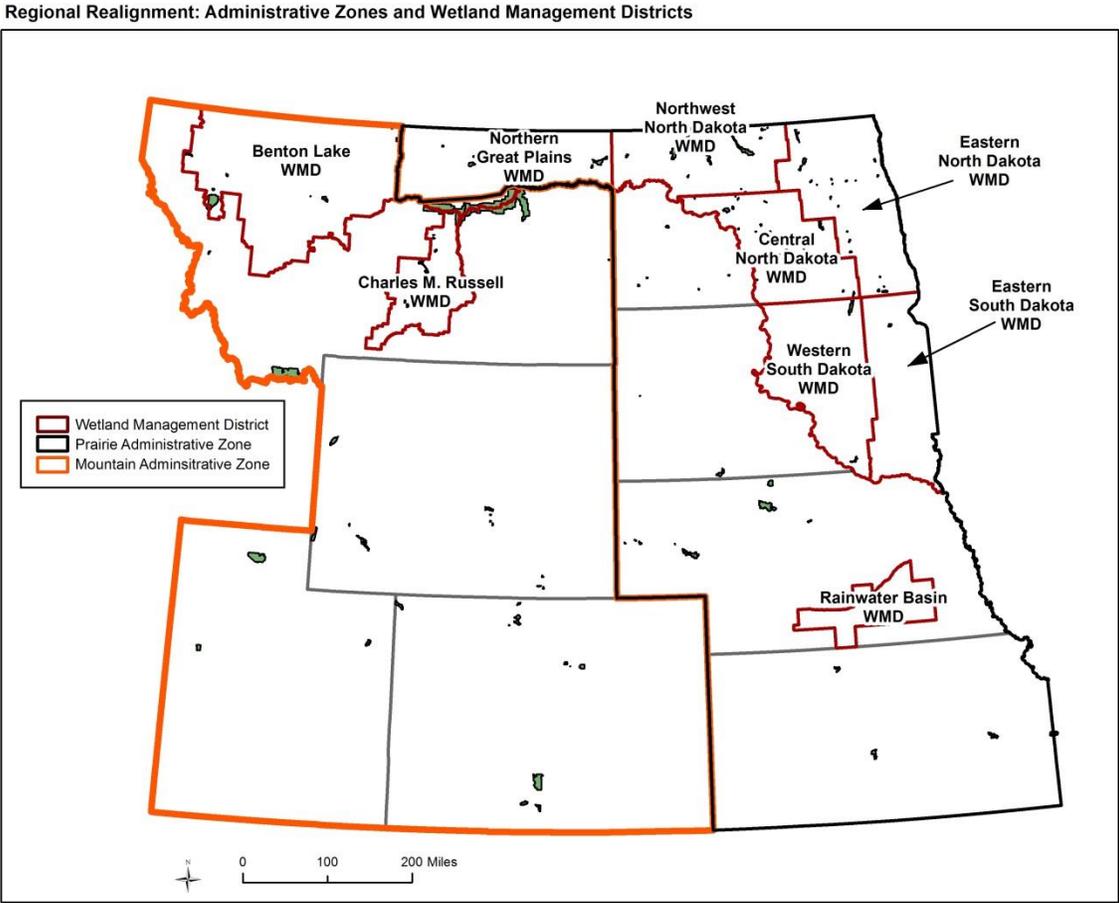
Staffing Structure

The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The *Common Personnel Functions* section of the document outlines the primary functions for each position "label" identified in the *Staffing Structure* section.

In order to aid comparison of current state with future state, the business team positions are not identified by station, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station. By contrast, generalists are identified by station in both the current and future state.

In the future, field stations will be administered in two administrative zones; Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.



PRAIRIE ZONE

The realigned Prairie Zone will encompass five Wetland Management Districts, one Conservation Area, one Urban Partnership, and two Collaboratives.

NW North Dakota WMD

- Crosby WMD
- Des Lacs NWR
- Lostwood NWR
- Lostwood WMD
- Lake Zahl NWR
- Shell Lake NWR – Unstaffed
- J. Clark Salyer NWR
- J. Clark Salyer WMD
- Upper Souris NWR

Central North Dakota WMD

- Arrowwood NWR
- Audubon NWR
- Audubon WMD
- Long Lake NWR
- Long Lake WMD
- Kulm WMD

Eastern North Dakota WMD

- Arrowwood WMD
- Valley City WMD
- Devil's Lake WMD
- Sullys Hill National Game Preserve
- Tewaukon NWR
- Tewaukon WMD

Northern Great Plains WMD

- Bowdoin NWR
- Bowdoin WMD
- Medicine Lake NWR

Flint Hills Legacy Conservation Area

Kansas Urban Partnership

- Marais des Cygnes NWR
- Great Plains Nature Center

Kansas Waterfowl Collaborative

- Flint Hills NWR
- Quivira NWR
- Flint Hills Legacy Conservation Area

Sandhills Refuge Collaborative

- Crescent Lake NWR
- North Platte NWR
- Fort Niobrara NWR
- Valentine NWR
- Lacreek NWR
- Lacreek WMD

Rainwater Basin WMD

- Rainwater Basin WMD
- Kirwin NWR



Eastern South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Waubay NWR

Established in 1935 by Executive Order 7245 of President Roosevelt, under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
	Senior Easement Enforcement Officer	Fire Management Specialist

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed. A project leader position description will be revised for the Western South Dakota Project Leader position. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. Lacreek will be managed out of this complex. At Lake Andes NWR, DSR will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Engineering Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	

NW North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A of President Franklin D. Roosevelt under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife. In 1975, a 5,577-acre Wilderness Area was established within the boundaries of the refuge.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lake Zuhl NWR, Shell Lake NWR - Unstaffed

J. Clark Salyer NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Buffalo Lake NWR, Lords Lake NWR, Cottonwood Lake, Rabb Lake NWR, School Section Lake NWR, Willow Lake NWR, Wintering River NWR - Unstaffed

Upper Souris NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

2017 Transition Priorities

Easement specialist and easement specialist position descriptions will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Engineering Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Engineering Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Engineering Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Senior Scientist	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Easement Enforcement Officer	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
		Range Technician

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood NWR in 1940 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by President Herbert Hoover through Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Appert Lake NWR, Canfield Lake NWR, Florence Lake NWR, Hutchinson Lake NWR, Lake George NWR, Slade NWR, Springwater NWR, Sunburst Lake NWR -- Unstaffed

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Bone Hill Creek, Dakota Lake NWR, Maple River NWR - UnstaffedNorth Dakota Wildlife Management Area Grassland Easement Program (proposed) - Unstaffed**2017 Transition Priorities**

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Engineering Equipment Operator	Wildlife Biologist	Park Ranger
	Wildlife Refuge Specialist	Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	
	Rangeland Management Specialist	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devil's Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Brumba NWR, Lake Alice NWR, Kelly's Slough NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stump Lake NWR, Wood Lake NWR - Unstaffed.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 by President Roosevelt on 1904, as a part of the National Park Service system. On 1914, appropriations were made for the creation of a big-game preserve within the park. On 1921, President Warren Harding, by Executive Order 3596, ordered that all lands within the boundaries of Sullys Hill National Park Game Preserve be reserved and set apart as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Engineering Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Engineering Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US and it provides important breeding and stopover habitat for a diverse array of migratory birds.

2017 Transition Priorities

Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges. The WMD will be managed by a single Project Leader with a shared budget and organization code. This complex is oriented to support two priorities—prairie pothole and sagebrush conservation efforts. To improve delivery and efficiency of easement administration and overall Prairie Pothole Region conservation, the WMD will be combined with the Prairie Zone. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area(FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

We will develop a Project Leader position description.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources (DSR) will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Refuge Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Collaborative

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Flint Hills Legacy Conservation Area - Unstaffed

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. We will convert a Pathways Intern to an entry level Biologist position. At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Engineering Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Biologist
Station Manager	Engineering Equipment Operator	Biologist
Station Manager		Biological Science Technician
		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge's purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

John and Louise Seier NWR - Unstaffed

Bear Butte NWR - Unstaffed

Lacreek NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt through Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Collaborative Project Leader position description. Lacreek WMD will be managed by the Western South Dakota WMD Complex. Redirect approximately 20 percent of one Partners for Fish and Wildlife (PFW) employee's time to support North Platte and Crescent Lake NWRs. In 2017 all full-time, not dual-function, fire

positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Engineering Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE - Career Seasonal)
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Range Ecologist	Wildlife Refuge Manager	
	Wildlife Refuge Manager	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMD to increase management efficiencies.

Current Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	

MOUNTAIN ZONE

- Bear River Watershed Conservation Area
- San Luis Valley NWR Complex
 - [Alamosa NWR](#)
 - [Baca NWR](#)
 - [Monte Vista NWR](#)
 - [Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed](#)
- Rocky Mountain Arsenal NWR Complex
 - [Rocky Flats NWR](#)
 - [Rocky Mountain Arsenal NWR](#)
 - [Two Ponds NWR](#)

The realigned Mountain Zone encompasses five Complexes, three Wildlife Refuges, one Collaborative, one Conservation Area, and one Wetland Management District/Refuge.

Central Sage/Steppe Conservation Collaborative

- [Seedskaadee NWR](#)
- [Cokeville Meadows NWR](#)
- [Arapaho NWR](#)
- [Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed](#)

National Elk Refuge

Lower Green River Complex

- [Browns Park](#)
- [Ouray NWR](#)
- [Colorado River Wildlife Management Area - Unstaffed](#)

Bear River Migratory Bird Refuge Complex

- [Bear River Migratory Bird Refuge](#)
- [Fish Springs NWR](#)

Charles M Russell NWR/WMD

- [Charles M Russell NWR](#)
- [Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed](#)

Red Rock Lakes NWR

Western Montana NWR Complex

- [Benton Lake NWR](#)
- [Benton Lake WMD](#)
- [Swan River NWR, Swan Valley Conservation Area - Unstaffed](#)
- [Lost Trail NWR](#)
- [Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD - Unstaffed](#)
- [Lee Metcalf NWR](#)
- [National Bison Range](#)



Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Seedskaadee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seedskaadee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed

2017 Transition Priorities

Realign all refuges into a single management unit. Develop a position description and hire a station manager for Arapaho. Develop sage ecologist position description.

Current Staff Structure

Seedskaadee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Engineering Equipment Operator		Federal Wildlife Officer
		Administrative Support Assistant (Payroll/HR)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Office Support Assistant (0.5 FTE – Career Seasonal)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk and developing plans for visitor facilities that align with our vision for the future of the National Elk Refuge.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
		Office Support Assistant

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Formally established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Colorado River Wildlife Management Area - Unstaffed

2017 Transition Priorities

There are no transition priorities for this complex in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Maintenance Mechanic	Wildlife Refuge Manager	Biological Science Technician
		Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager		Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		
Maintenance Mechanic		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Engineering Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Engineering Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Park Ranger
Senior Scientist (Wetland Ecologist)	Facilities Manager	Park Ranger
	Senior Field Training Officer	

Charles M Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR/WMD Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Budget Analyst
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Swan River NWR, Swan Valley Conservation Area - Unstaffed

Lost Trail NWR

Lost Trails was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD -- N/A – UNSTAFFED

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation, Montana for bison presented to the United States by the American Bison Society. Since that time, the refuge has played an important role in national bison conservation efforts. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Engineering Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Biological Science Technician

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

We will develop a project leader position description.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Station Manager		Visitor Services Specialist (0.5 FTE - Career Seasonal)
Senior Scientist		Hydrological Technician
Engineering Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Two Ponds NWR

Created by Administrative Order under the authority of the Emergency Wetland Resource Act to protect and enhance urban wildlife habitat and provide opportunities for environmental education; to restore, enhance, and preserve a diversity of upland and wetland habitats for migrant and resident wildlife, fish, and invertebrates; and to provide opportunities for environmental education with emphasis on the inherent values of wetlands and wildlife in an urban environment and interpretive facilities and opportunities related to wildlife such as viewing, study, and photography.

2017 Transition Priorities

Fill entry level Park Ranger position with one of the Department Fellows staff.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Visitor Services Specialist
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Engineering Equipment Operator	Visitor Services Specialist
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Visitor Services Specialist	Maintenance Worker
Facilities Manager	Senior Federal Wildlife Officer	Visitor Services Specialist
		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- [Assistant Regional Director's Office](#)
- [Division of Scientific Resources](#)
- [Partners for Fish and Wildlife](#)
- [Division of Realty](#)
- [Division of Incident Command System](#)
- [Habitat and Population Evaluation Team](#)
- [Division of Operations](#)
- [Business Team](#)
- [Division of People, Planning, and policy](#)



Assistant Regional Director’s Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor, Deputy Refuge Supervisor and Program Analyst position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscape by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager		
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist. Provide 20 percent of PFW staff time at North Platte to assist the North Platte and Crescent Lake NWR units.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Collaborative through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, we serve a Refuge Lands database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

Region 6 Realty will have another five years of the 70/30 funding split for acquisition of easements. We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	
Senior Realty Specialist	Land Surveyor	
	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Senior Land Surveyor	
	Surveyor	
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Senior Land Surveyor	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Specialist
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The LE and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge system and is tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. Additionally as of April 15, 2017, the Zone FMOs will directly report to the Regional Office Fire staff (RFMC). In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Officer		
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the State of Kansas in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Assistant Zone Fire Management Officer		
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Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Wildlife Biologist	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additional, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position for Facilities Trainee positions, Facilities Specialist and further define complex specific Facilities Management descriptions. Develop a position description for a Regional Office Facilities operations support position.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	

	Facility Operations Specialist (FMC)(Vacant)	
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Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	
	Facilities Specialist (Pilot Program)	

Business Team

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Payroll/HR Specialist)	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
Budget Analyst (Vacant)	Budget Analyst	
	Budget Analyst	
	Budget Analyst	
	Budget Analyst (Vacant)	
	Budget Analyst (Vacant)	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician (Vacant)	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician (Vacant)	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR (Vacant)	
	Payroll/HR (Vacant)	
	Travel	
	Travel (Vacant)	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief via detail opportunities throughout this year. We will develop a Division Chief position description. A stand-alone youth position will be developed; we will determine how this is accomplished in 2017.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provide advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

The AMC directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. This position is also responsible for managing the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Responsible for providing assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and providing assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within the Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of review within the Branch. Coordinates with the Headquarters Office and works on national programs, teams and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

This is a currently filled position within the facilities branch to provide direct facilities support to field stations within a certain geographic region. This position will alleviate station leadership of the daily facilities management requirement and improve the facilities FRPP portfolio.

D

Data Managers (&Trainee)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of the HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges and/or complexes. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis

on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources procure additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Deputy Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Division Chief

Provides leadership and support to refuge system staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports for the I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping priority habitats for acquisition; coordinates with USDA field offices; meeting with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate and site development on easement properties; works with local governments on infrastructure needs; organizing and conducting easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to a complex or field stations within a certain geographic region. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service 1st)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G

Generalist

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H

Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I

Inventory and Monitoring Coordinator

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviewing and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, correcting title problems, preparation of monthly reports, preparation of files for microfiche, and maintaining the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within Region. Assists with biological and habitat work as needed and directed to include mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise to develop a variety of communication products in order to reach a broad audience. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via the U.S. Government Publishing Office (GPO) contracts.

N**O****P****Paralegal Specialist**

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving the issue or completing the project. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report, and Headquarters Reports.

Program Manager (Administration)

Supervises administrative staff and the delegates and ensures consistency of administrative work in the Regional Office. The position coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q

R

Range Management Specialist

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, train refuge staff, train and oversee Youth Corp crews, assist with inventories and assessment processes, provide Integrated Pest Management training, and provide technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personal actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Region I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assist stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development and developing decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as the Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads the Habitat Management Plan development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan. Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and providing written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manage national wildlife refuge system lands where no deputy project leader exists. Possess unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to policy

guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implement the Urban Standards of Excellence, and evaluate the effectiveness of their efforts. Supports existing urban partnerships and helping develop new urban partnerships in key locations within the Region. Participates on national urban teams and leading an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of and technical guidance to Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station under the supervision of a visitor services manager. Manages visitor services, volunteer programs, and/or Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in R3 and R6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist/Assistant Refuge Manager

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting in fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X**Y****Youth Coordinator**

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z**Zone Biologists**

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provide multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scales survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (FMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.



From: [Stevens, Danielle](#)
To: [Will Meeks](#)
Subject: Realignment Strategy - Staffing Framework Version 2
Date: Wednesday, November 02, 2016 3:38:05 PM
Attachments: [R6_StaffingFramework_Version_2.pdf](#)

National Bison Range has been incorporated.
Danielle

--

Danielle Stevens, Writer-Editor

"Whatever you are, be a good one." ~Abraham Lincoln

"The truth of the matter is that you always know the right thing to do. The hard part is doing it." ~ H.

Norman Schwarzkopf

Refuge Planning
Division of Biological Resources
Mountain-Prairie Region
U.S. Fish & Wildlife Service
134 Union Blvd
Lakewood, CO 80228
Office Phone: 303-236-4317
danielle_stevens@fws.gov

From: [Will Meeks](#)
To: [Danielle Stevens](#)
Cc: [Maureen Gallagher](#); [Mike Blenden](#)
Subject: RE: Realignment Strategy - Staffing Framework Version 2
Date: Wednesday, November 02, 2016 3:55:00 PM

Danielle,

Maybe I miscommunicated. I only want the pages that are respective to the NBR, so I can send those out in a separate email asking everyone to replace those pages in their existing document. I need to know what pages they are . . . "These pages (pp. 38, 44, 45) update your realignment strategy document to reflect an error we recognized shortly after sending the document. With these pages the document should be updated through today. Other updates will be made and reflected in future (dated) revisions)."

Make sense? Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Stevens, Danielle [mailto:danielle_stevens@fws.gov]
Sent: Wednesday, November 02, 2016 3:38 PM
To: Will Meeks
Subject: Realignment Strategy - Staffing Framework Version 2

National Bison Range has been incorporated.
Danielle

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Danielle Stevens, Writer-Editor
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Division of Biological Resources
Mountain-Prairie Region
U.S. Fish & Wildlife Service
134 Union Blvd
Lakewood, CO 80228
Office Phone: 303-236-4317
danielle_stevens@fws.gov

From: [Will Meeks](#)
To: [Danielle Stevens](#)
Subject: RE: Realignment Strategy - Staffing Framework Version 2
Date: Wednesday, November 02, 2016 4:00:00 PM

Is there any way to capture it in the space provided to keep it consistent?

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Stevens, Danielle [mailto:danielle_stevens@fws.gov]
Sent: Wednesday, November 02, 2016 3:58 PM
To: Will Meeks
Subject: Re: Realignment Strategy - Staffing Framework Version 2

ok, give me a minute and I'll pull the pages ... Note however, that the page numbering changed due to the addition of the National Bison Range information. We gained a page.

On Wed, Nov 2, 2016 at 3:55 PM, Will Meeks <Will_Meeks@fws.gov> wrote:
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Maybe I miscommunicated. I only want the pages that are respective to the NBR, so I can send those out in a separate email asking everyone to replace those pages in their existing document. I need to know what pages they are . . . "These pages (pp. 38, 44, 45) update your realignment strategy document to reflect an error we recognized shortly after sending the document. With these pages the document should be updated through today. Other updates will be made and reflected in future (dated) revisions)."

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U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Stevens, Danielle [mailto:danielle_stevens@fws.gov]
Sent: Wednesday, November 02, 2016 3:38 PM
To: Will Meeks
Subject: Realignment Strategy - Staffing Framework Version 2

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Refuge Planning

Division of Biological Resources

Mountain-Prairie Region

U.S. Fish & Wildlife Service

134 Union Blvd

Lakewood, CO 80228

Office Phone: 303-236-4317

danielle_stevens@fws.gov

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Mountain-Prairie Region

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134 Union Blvd

Lakewood, CO 80228

Office Phone: 303-236-4317

danielle_stevens@fws.gov

From: [Will Meeks](#)
To: [Danielle Stevens](#)
Subject: RE: Realignment Strategy - Staffing Framework Version 2
Date: Wednesday, November 02, 2016 4:15:00 PM

Can you add an "updated on 11/2/16" on this?

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Stevens, Danielle [mailto:danielle_stevens@fws.gov]
Sent: Wednesday, November 02, 2016 3:38 PM
To: Will Meeks
Subject: Realignment Strategy - Staffing Framework Version 2

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Danielle

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Mountain-Prairie Region
U.S. Fish & Wildlife Service
134 Union Blvd
Lakewood, CO 80228
Office Phone: 303-236-4317
danielle_stevens@fws.gov

MOUNTAIN ZONE

- Bear River Watershed Conservation Area
- San Luis Valley NWR Complex
 - [Alamosa NWR](#)
 - [Baca NWR](#)
 - [Monte Vista NWR](#)
 - [Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed](#)
- Rocky Mountain Arsenal NWR Complex
 - [Rocky Flats NWR](#)
 - [Rocky Mountain Arsenal NWR](#)
 - [Two Ponds NWR](#)

The realigned Mountain Zone encompasses five Complexes, three Wildlife Refuges, one Collaborative, one Conservation Area, and one Wetland Management District/Refuge.

Central Sage/Steppe Conservation Collaborative

- [Seedskaadee NWR](#)
- [Cokeville Meadows NWR](#)
- [Arapaho NWR](#)
- [Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed](#)

National Elk Refuge

Lower Green River Complex

- [Browns Park](#)
- [Ouray NWR](#)
- [Colorado River Wildlife Management Area - Unstaffed](#)

Bear River Migratory Bird Refuge Complex

- [Bear River Migratory Bird Refuge](#)
- [Fish Springs NWR](#)

Charles M Russell NWR/WMD

- [Charles M Russell NWR](#)
- [Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed](#)

Red Rock Lakes NWR

Western Montana NWR Complex

- [Benton Lake NWR](#)
- [Benton Lake WMD](#)
- [Swan River NWR, Swan Valley Conservation Area - Unstaffed](#)
- [Lost Trail NWR](#)
- [Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD - Unstaffed](#)
- [Lee Metcalf NWR](#)
- [National Bison Range](#)



Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Swan River NWR, Swan Valley Conservation Area - Unstaffed

Lost Trail NWR

Lost Trail was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD -- N/A – UNSTAFFED

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation, Montana for bison presented to the United States by the American Bison Society. Since that time, the refuge has played an important role in national bison conservation efforts. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Engineering Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Biological Science Technician
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist

From: [Stevens, Danielle](#)
To: [Will Meeks](#)
Subject: Re: Realignment Strategy - Staffing Framework Version 2
Date: Wednesday, November 02, 2016 4:21:24 PM
Attachments: [R6_Staffing_ChangePages.pdf](#)

Pages 38, 48, and 49

On Wed, Nov 2, 2016 at 4:15 PM, Will Meeks <Will_Meeks@fws.gov> wrote:

Can you add an "updated on 11/2/16" on this?

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)

From: Stevens, Danielle [mailto:danielle_stevens@fws.gov]
Sent: Wednesday, November 02, 2016 3:38 PM
To: Will Meeks
Subject: Realignment Strategy - Staffing Framework Version 2

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Danielle

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Mountain-Prairie Region
U.S. Fish & Wildlife Service

134 Union Blvd
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U.S. Fish & Wildlife Service
134 Union Blvd
Lakewood, CO 80228
Office Phone: 303-236-4317
danielle_stevens@fws.gov

From: AZUREDEE_PERKINS@fws.gov
To: [Cynthia Martinez](#); [Will Meeks](#); [Shannon Smith](#); [Jeff Rupert](#); [Lori Caramanian](#)
Cc: [Megan Reed](#); [Azuredee Perkins](#)
Subject: NBR

From: [Will Meeks](#)
To: [Mike Blenden](#)
Subject: Plan
Date: Tuesday, December 06, 2016 10:27:45 AM

Mike,

Recall you were going to talk to Jeff about a future with the NBR.
What's the status?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

From: [Blenden, Mike](#)
To: [Will Meeks](#)
Subject: Re: Plan
Date: Tuesday, December 06, 2016 11:14:23 AM

He and I were going to talk today. I have a plan I think he will like for the no transfer scenario but we have yet hashed out details for individuals in the event of transfer.

On Tue, Dec 6, 2016 at 10:27 AM, Will Meeks <will_meeks@fws.gov> wrote:

Mike,

Recall you were going to talk to Jeff about a future with the NBR.
What's the status?

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

--

Michael Blenden
Refuge Supervisor - Montana, Wyoming and Utah
134 Union Boulevard
Lakewood, CO 80228
303-236-4306
303-710-7934 cell

Too often we...enjoy the comfort of opinion without the discomfort of thought.
John F. Kennedy



Salem, Brian <brian_salem@fws.gov>

Extremely Close Hold- NOI

Salem, Brian <brian_salem@fws.gov>

Tue, Dec 13, 2016 at 12:35 PM

To: "Prigan, Sara" <sara_prigan@fws.gov>

Cc: Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>

Hi Sara!!

Happy holidays, hope everything is going well!!

We just got tasked from FWS Leadership to publish the attached NOI, I wanted to see if you would be so kind and review it for us. Last week, leadership charged us with drafting the document, and the Director has asked that we publish it in early-January. We just finished drafting it and I wanted to bring you in the loop as quick as possible. Also, I should mention that we have been asked to keep this one close-hold.

FYI, the content has already been reviewed by HQ SOL's and it is unlikely anything will change as this goes through review. Our goal is to have to headquarters later this week.

Thank you so much, Sara!! I know you are probably swamped with requests,

Brian Salem

Chief of Staff to the Regional Director (on detail)

US Fish and Wildlife Service, Mountain-Prairie Region

office: (303) 236-4336

cell: (413) 262-9265

email: Brian_Salem@fws.gov



NBR draft NOI--revised attorney client privileged work product_BMS121316.doc

45K

Billing Code: XXXX-XX

DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[Enter Region 6 Cost Structure]

**Notice of Intent to Prepare a Comprehensive Conservation Plan for the National
Bison Range; Moiese, Montana**

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of Intent to prepare a comprehensive conservation plan; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and

public meetings. Notification of all such meetings will be announced in the local press and on the NBR website.

DATES: To ensure consideration, written comments must be received by DATE.

ADDRESSES: Additionally, if you wish to comment on the scope of the CCP/EIS, you may submit your comments by any one of several methods. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.

FOR FURTHER INFORMATION CONTACT: Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

SUPPLEMENTARY INFORMATION:

Introduction

With this notice, we initiate our process for developing a CCP for the National Bison Range, with headquarters in Moiese, MT. The notice complies with our CCP policy to (1) advise other Federal and State agencies, Tribes and the public of our intention to conduct planning on this refuge complex and (2) to obtain suggestions and

information on the scope of additional issues to consider during development of the CCP. Through the CCP, the FWS intends to evaluate both how the Complex is managed and who manages it.

Background

The CCP Process

The National Wildlife Refuge System Administration Act of 1966, (Administration Act), as amended by the National Wildlife Refuge System Improvement Act of 1997 (16 U.S.C. 668dd–668ee), requires us to develop a CCP for each national wildlife refuge. The purpose of a CCP is to provide refuge managers with a 15-year strategy for achieving refuge purposes and contributing toward the mission of the National Wildlife Refuge System (NWRS), consistent with sound principles of fish and wildlife management, conservation, legal mandates, and Service policies. In addition to outlining broad management direction on conserving wildlife and their habitats, CCPs identify wildlife-dependent recreational opportunities available to the public, including opportunities for hunting, fishing, wildlife observation and photography, and environmental education and interpretation. We will review and update the CCP at least every 15 years in accordance with the Administration Act.

Each unit of the NWRS was established for specific purposes. We use these purposes as the foundation for developing and prioritizing the management goals and objectives for each refuge within the NWRS mission, and to determine how the public can use each refuge. The planning process is a way for us and the public to evaluate management goals and objectives that will ensure the best possible approach to wildlife,

plant, and habitat conservation, while providing for wildlife-dependent recreation opportunities that are compatible with each refuge's establishing purposes and the mission of the NWRs.

We will conduct environmental review pursuant to the provisions of the National Environmental Policy Act of 1969 (42 U.S.C 4321 *et seq.*), by preparing an environmental impact statement (EIS). The Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency as provided by 43 C.F.R. § 1508.5.

The Service will prepare a CCP and EIS which will describe management of the NBR over the next 15 years. To facilitate sound planning and environmental assessment, the Service intends to gather information necessary for the preparation of the CCP/EIS and obtain suggestions and information from other agencies and the public on the scope of issues to be addressed in the CCP/EIS.

The National Bison Range

In 1855, the United States entered into the Hell Gate Treaty with the Salish and Kootenai Tribes of Western Montana to establish the Flathead Indian Reservation. Just over fifty years later, on May 23, 1908, Congress enacted legislation that used its power of eminent domain to establish the refuge. The overall mission of the NBR is to maintain a representative herd of bison, under reasonably natural conditions, to ensure the preservation of the species for continued public enjoyment. The NBR is 18,800 acres and supports between 350-500 bison. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai

Tribes. Members of the CSKT have a cultural, historical, or geographic connection to the land and resources of the Range in that there are significant cultural sites located on the Range and the land was formerly owned in trust for the CSKT. The bison at the range today are descendants of bison owned and preserved by CSKT members over a century ago.

Additional Information

The draft CCP/EIS for NBR will include detailed information about the planning process, refuge, issues, and desired resource conditions. Based on determination of desired conditions, regardless of which management option is selected, the final CCP/EIS will outline resource management activities and visitor recreational activities. To facilitate sound judgment of environmental impacts, the Service is gathering information necessary for the preparation of a CCP/EIS. Based on public input over the years, the Service believes that the range of management alternatives should include, at a minimum:

- **Alternative A (Current Management):** This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the NBR and the day-to-day on-site activities. The Service would be responsible for implementation of the NBR CCP.
- **Alternative B (Preferred Management Option):** In this alternative, the Service intends to evaluate the preferred management option of a Congressional transfer

of lands comprising of the NBR unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT will conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

- Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

Noreen Walsh,
Regional Director,
U.S. Fish and Wildlife Service,
Denver, Colorado

Date

Billing Code: 4XXXX-XX333-15

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DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS-R6-R-2016-N221]; [Enter Region 6 Cost Structure]

Comment [A1]: Office/program enters this
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Notice of Intent to Prepare a Comprehensive Conservation Plan for the National

Bison Range, Moiese, Montana

AGENCY: Fish and Wildlife Service, Interior.

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ACTION: Notice of ~~Intent~~ ~~intente~~ ~~to prepare a comprehensive conservation plan~~; request for comments.

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public meetings. Notification of all such meetings will be announced in the local press and on the NBR website.

DATES: To ensure consideration, written comments must be received by [DATE].

Comment [A2]: Do you want to put it in the format so that OFR will compute the date, or are you planning to put in a specific date?
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ADDRESSES: Additionally, if you wish to comment on the scope of the CCP/EIS, you may submit your comments by any one of several methods. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

Comment [A3]: ?? There is only one method here
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~~Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.~~

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FOR FURTHER INFORMATION CONTACT: Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

Comment [A4]: Add telephone?
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SUPPLEMENTARY INFORMATION:

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The Service will prepare a CCP and EIS which will describe management of the NBR over the next 15 years. To facilitate sound planning and environmental assessment, the Service intends to gather information necessary for the preparation of the CCP/EIS and obtain suggestions and information from other agencies and the public on the scope of issues to be addressed in the CCP/EIS.

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— In 1855, the United States entered into the Hell Gate Treaty with the Salish and Kootenai Tribes of Western Montana to establish the Flathead Indian Reservation. Just over ~~fifty~~ 50 years later, on May 23, 1908, Congress enacted legislation that used its power of eminent domain to establish the refuge. The overall mission of the NBR is to maintain a representative herd of bison, under reasonably natural conditions, to

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CCP.

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Public Availability of Comments

Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.

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**Noreen Walsh,
Regional Director,
U.S. Fish and Wildlife Service,
Denver, Colorado**

Dated

From: [Salem, Brian](#)
To: [Will Meeks](#)
Subject: Fwd: Federal Register 2805--National Bison Range
Date: Thursday, December 15, 2016 10:42:34 AM

FYI..... It is not in your inbox. I left Betsy a message but have not been able to get a hold of her.

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

From: **Matten, Betsy** <betsy_matten@fws.gov>
Date: Thu, Dec 15, 2016 at 10:25 AM
Subject: Federal Register 2805--National Bison Range
To: Brian Salem <brian_salem@fws.gov>

Hello Brian,

Just left you a phone message about the Federal Register CCP for NBR. It's routed through us, so I'm not sure what I need to do with it. Could you please give me some guidance?

Thank you.

Betsy

--

Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Will Meeks](#)
To: [Salem, Brian](#)
Subject: Re: Federal Register 2805--National Bison Range
Date: Thursday, December 15, 2016 10:52:35 AM

I just sent her a note.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

On Dec 15, 2016, at 10:42 AM, Salem, Brian <brian_salem@fws.gov> wrote:

FYI..... It is not in your inbox. I left Betsy a message but have not been able to get a hold of her.

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

From: **Matten, Betsy** <betsy_matten@fws.gov>
Date: Thu, Dec 15, 2016 at 10:25 AM
Subject: Federal Register 2805--National Bison Range
To: Brian Salem <brian_salem@fws.gov>

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Betsy

--

Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov



Salem, Brian <brian_salem@fws.gov>

(no subject)

3 messages

Salem, Brian <brian_salem@fws.gov>
To: Will Meeks <will_meeks@fws.gov>

Fri, Dec 16, 2016 at 8:51 AM

Hi Will,

Good news on the NOI, PPM did us a huge favor and already reviewed it, this should make it move very quickly through sumame. They changed the order of a few things but not the content. I am hoping to overnight the original the documents to HQ so Aaron/Jill can get this moving on Monday. Two things:

- Any luck on the cost structure?
- How long do we want the comment period to be?

Figured I would try and hand off a complete package so HQ does not have to make any changes.

Will Meeks <will_meeks@fws.gov>
To: "Salem, Brian" <brian_salem@fws.gov>

Fri, Dec 16, 2016 at 9:58 AM

What's the standard for comment? 30?

Can you talk to Jill/Aaron and let them know it's extremely close hold? I need to sync up timing for publication with notifying staff. I'll coordinate timing with Anna as well.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

[Quoted text hidden]

Salem, Brian <brian_salem@fws.gov>
To: Will Meeks <will_meeks@fws.gov>

Fri, Dec 16, 2016 at 4:00 PM

Yes, that is standard and I wouldn't recommend doing anything shorter since our intention is to scope. That being said, since it is an NOI, there is no requirement as to the number of days we must allow for public comment (I put 30 in the notice, just let me know if you would like to change it). I spoke with Jill earlier this week and Aaron today. They are aware and I have a call with them on Monday to discuss a few specifics including my recommendation to move the package through the sumaming process and letting the outreach catch up. Also had a chance to touch base with him on Wyoming Toad, he will start moving that on Monday as well.

For 7 pages, the price should be \$400-500.

Noreen signed and the package has been sent next day delivery. Aaron is going to start moving the package Monday, and we already have the PPM review done, so this should move very quickly. I will make sure it does not get caught up anywhere, but we should have no problem hitting our target. Thanks and have a good weekend,

[Quoted text hidden]



Salem, Brian <brian_salem@fws.gov>

Fwd: DTS Assignment--Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range; Moiese, Montana

Alliston, Ross <ross_alliston@fws.gov>
To: Brian Salem <brian_salem@fws.gov>

Mon, Dec 19, 2016 at 10:48 AM

Some minor changes from Sara

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

From: Craghead, Anissa <anissa_craghead@fws.gov>

Date: Mon, Dec 19, 2016 at 12:22 PM

Subject: Re: DTS Assignment--Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range; Moiese, Montana

To: "Alliston, Ross" <ross_alliston@fws.gov>

Cc: Susan Wilkinson <susan_wilkinson@fws.gov>, Sara Prigan <sara_prigan@fws.gov>

Ross, from a note on her clearance log, it looks like Sara reviewed this notice draft on 12/13/16.

Can you make the following two changes from my quick review?

(1) At the bottom of p. 2, please revise the last sentence of the paragraph as follows:

Through the CCP, the FWS Service intends to evaluate both how ~~the Complex~~ NBR is managed and who manages it.

(2) Near top of page 4, please remove the ampersand (&) and replace it with the word "and".

Also please remind the originating office that the person who signs the document must match the typed name under the signature. (They've typed Noreen Walsh's name there, but if she does not sign this document for some reason, the name of the person who does sign it has to be typed under the signature instead. I mention this because we had a problem recently with a document arriving at the Federal Register with a signature and typed name that did not match. That document had to be killed and resubmitted.)

[Sara, can you handle this DTS entry on Tuesday morning, please? Thanks.]

Thanks,

Anissa

On Mon, Dec 19, 2016 at 11:57 AM, Alliston, Ross <ross_alliston@fws.gov> wrote:

I'll have a better idea this afternoon. Seems to be a rush but I think the Region has a bit more work to do.

On Mon, Dec 19, 2016 at 11:43 AM, Craghead, Anissa <anissa_craghead@fws.gov> wrote:

Hi, Ross—

Sara is working for a few hours each morning on Tuesday, Wednesday, and Thursday this week,

From: [Anna Munoz \(via Google Drive\)](#)
To: will_meeks@fws.gov
Cc: brian_salem@fws.gov
Subject: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate
Date: Thursday, December 22, 2016 10:56:29 AM

[Anna Munoz](#) has invited you to **contribute** to the following shared folder:

 [NBR NOI for CCP/EIS Comm Materials](#)



Let me know if you have any edits/comments/questions. If I need to share with others, let me know. If you can review and provide feedback today, I will package up and put into surname for Noreen.

Anna

Open

Google Drive: Have all your files within reach from any device.
Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



From: [Salem, Brian](#)
To: [Anna Munoz](#)
Cc: [Will Meeks](#)
Subject: Re: NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate
Date: Thursday, December 22, 2016 12:13:24 PM

Hi Anna,

I think the News Release looks good. I had one minor comment on the Comms. Plan (changed ES to Refugees). I had several comments on the TPs/Q/A document which I uploaded into the Google drive. I tried to take out all of the language that talked about the "proposed transfer" and insert language about this being one of several alternatives we will analyze as part of the CCP process. I also inserted information as to why we published this NOI; to notify the public and our partners that we will be preparing a CCP for NBR, and to solicit feedback on the scope of management options that should be analyzed in the CCP. Let me know what you think. Thanks!

Brian

On Thu, Dec 22, 2016 at 10:56 AM, Anna Munoz (via Google Drive) <drive-shares-noreply@google.com> wrote:

[Anna Munoz](#) has invited you to **contribute** to the following shared folder:

 [NBR NOI for CCP/EIS Comm Materials](#)



Let me know if you have any edits/comments/questions. If I need to share with others, let me know. If you can review and provide feedback today, I will package up and put into surname for Noreen.

Anna

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Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA





Salem, Brian <brian_salem@fws.gov>

NBR NOI for CCP/EIS Comm Materials - Invitation to collaborate

2 messages

Anna Munoz (via Google Drive) <drive-shares-noreply@google.com>

Thu, Dec 22, 2016 at 10:56 AM

Reply-To: Anna Munoz <anna_munoz@fws.gov>

To: brian_salem@fws.gov

Cc: will_meeks@fws.gov

Anna Munoz has invited you to **contribute to** the following shared folder: **NBR NOI for CCP/EIS Comm Materials**

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[Open](#)

Google Drive: Have all your files within reach from any device.

Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

The Google logo, consisting of the word 'Google' in its characteristic multi-colored font.

Salem, Brian <brian_salem@fws.gov>

Thu, Dec 22, 2016 at 12:13 PM

To: Anna Munoz <anna_munoz@fws.gov>

Cc: Will Meeks <will_meeks@fws.gov>

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Brian

[Quoted text hidden]

From: [Matt Hogan](#)
To: [Bernie Petersen](#)
Cc: [Will Meeks](#); [Noreen Walsh](#); [Stephanie Potter](#)
Subject: FW: Updates needed on R6 issues
Date: Tuesday, December 27, 2016 8:10:57 AM

Bernie,

I understand you are acting this week. We have an assignment to provide a timeline for action on the NOI for the NBR with the following information by January 3. Ideally could you get us something by the end of this week (Dec 30). Thanks.

- We expect final product by [date], with dates and targets noted in timeline below.
- date - action
- date - action
- date - mission accomplished

Let me know if you have any questions. Thanks.

Matt

From: Betsy_Matten@fws.gov
To: Bernie_Petersen@fws.gov; Maureen_Gallagher@fws.gov; Will_Meeks@fws.gov
Subject: DCN: 064817 - NBR NOI timeline
Date: Tuesday, December 27, 2016 9:01:20 AM
Attachments: [064817 NBR NOI timeline.pdf](#)

Bernie has the lead.

From: [Google Calendar](#) on behalf of [Bernie Petersen](#)
To: will_meecks@fws.gov, jaff_king@fws.gov
Subject: NBR Update
Attachments: [Invite.ics](#)

HYPERLINK "https://www.google.com/calendar/event?action=VIEW&cid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjwcm5gd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" more details >

NBR Update

Will would like to have a call to update us on what has been happening from his end.

When
Tue Jan 3, 2017 9am – 10am Mountain Time

Video call

HYPERLINK "https://plus.google.com/hangouts/_/doi.gov/bernie-petersen?theid=YmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" more details >

Calendar

will_meecks@fws.gov

Who

- bernie_petersen@fws.gov
- organizer
- jaff_king@fws.gov
- will_meecks@fws.gov

Going?

HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&cid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjwcm5gd2lsbF9lZWVrc0Bmd3MuZ292&rst=1&tok=MjMjYmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" Yes -

HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&cid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjwcm5gd2lsbF9lZWVrc0Bmd3MuZ292&rst=3&tok=MjMjYmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" Maybe -

HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&cid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjwcm5gd2lsbF9lZWVrc0Bmd3MuZ292&rst=2&tok=MjMjYmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" No -

HYPERLINK "https://www.google.com/calendar/event?action=VIEW&cid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjwcm5gd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQWZ3cy5nb3ZlOWRlOGEE0Yjg2NDIiYWEyNjYkNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en" more options >

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From: [Google Calendar](#) on behalf of [Bernie Petersen](#)
To: will_meeks@fws.gov, jaff_king@fws.gov
Subject: NBR Update
Attachments: [Invite.ics](#)

This event has been changed.

[HYPERLINK "https://www.google.com/calendar/event?action=VIEW&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://www.google.com/calendar/event?action=VIEW&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en) more details »

NBR Update

Will would like to have a call to update us on what has been happening from his end.

When

Changed: Tue Jan 3, 2017 11am - 12pm Mountain Time

Video call

[HYPERLINK "https://plus.google.com/hangouts/_/doi.gov/bernie-petersen%2Fceid_YmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://plus.google.com/hangouts/_/doi.gov/bernie-petersen%2Fceid_YmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en)

Calendar

will_meeks@fws.gov

Who

• bernie_petersen@fws.gov

- organizer

• jaff_king@fws.gov

• will_meeks@fws.gov

Going?

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=1&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=1&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en) Yes -

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=3&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=3&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en) Maybe -

[HYPERLINK "https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=2&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://www.google.com/calendar/event?action=RESPOND&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&rst=2&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en) No

[HYPERLINK "https://www.google.com/calendar/event?action=VIEW&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en"](https://www.google.com/calendar/event?action=VIEW&eid=dTzjaWFuc3BrdGUzNGhtNjBjdDdwjwcm9kd2lsbF9lZWVrc0Bmd3MuZ292&tok=MjMjYmVybmlX3BldGVyc2VuQGZ3cy5nb3ZlOWRlOGF0Yjg2NDIiYWYyNjM0ODZlZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en) more options »

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Forwarding this invitation could allow any recipient to modify your RSVP response. [HYPERLINK "https://support.google.com/calendar/answer/37135#forwarding"](https://support.google.com/calendar/answer/37135#forwarding) Learn More.

From: [Bernie Petersen](#)
To: [Will Meeks](#)
Subject: RE: NBR Update
Date: Thursday, December 29, 2016 2:29:01 PM

OK I was not thinking of the RDT on Tuesday, I will change to 11.

Bernard J Petersen
Refuge Supervisor for Colorado, Kansas and Nebraska
US Fish and Wildlife Service Region 6
National Wildlife Refuge System

303-236-4310 W
720-708-8026 Cell

-----Original Message-----

From: Will Meeks [mailto:will_meeks@fws.gov]
Sent: Thursday, December 29, 2016 2:28 PM
To: Bernie Petersen
Subject: Re: NBR Update

I'm anticipating an RDT meeting. Why don't you make this for 11:00 am and we will step out of management team meeting.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

> On Dec 29, 2016, at 1:53 PM, Bernie Petersen <bernie_petersen@fws.gov>
> wrote:
>
> You have been invited to the following event.
>
> Title: NBR Update
> Will would like to have a call to update us on what has been happening
> from his end.
> When: Tue Jan 3, 2017 9am – 10am Mountain Time Video call:
> https://plus.google.com/hangouts/_/doi.gov/bernie-petersen
> <https://plus.google.com/hangouts/_/doi.gov/bernie-petersen?hceid=YmVybmllX3BldGVyc2VuQGZ3cy5nb3Y.u6cianspkte34hm60ct7pv9prk>
> Calendar: will_meeks@fws.gov
> Who:
> * bernie_petersen@fws.gov - organizer
> * jeff_king@fws.gov
> * will_meeks@fws.gov
>
> Event details:
> <https://www.google.com/calendar/event?action=VIEW&eid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjdJlcwmsgd2lsbF9tZWVrc0Bmd3MuZ292&tok=MjMjYmVybmllX3BldGVyc2VuQGZ3cy5nb3ZlOWRiOGE0Yjg2NDliYWYyNjM0ODZiZTU5MTQ0ZmY2ZDM5NGI4&ct>

> z=America/Denver&hl=en
>
> Invitation from Google Calendar: <https://www.google.com/calendar/>
>
> You are receiving this email at the account will_meeks@fws.gov because
> you are subscribed for invitations on calendar will_meeks@fws.gov.
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> for this calendar.
>
> Forwarding this invitation could allow any recipient to modify your
> RSVP response. Learn more at
> <https://support.google.com/calendar/answer/37135#forwarding>
> <meeting.ics>

From: [Will Meeks](#)
To: [Bernie Petersen](#)
Subject: Re: NBR Update
Date: Thursday, December 29, 2016 2:30:43 PM

I can't get my phone to set an invite. Can you set the refuge management team to 10 am on 1/3 too with invitations to the team.
Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

> On Dec 29, 2016, at 2:29 PM, Bernie Petersen <bernie_petersen@fws.gov> wrote:

>
> OK I was not thinking of the RDT on Tuesday, I will change to 11.

>
> Bernard J Petersen
> Refuge Supervisor for Colorado, Kansas and Nebraska
> US Fish and Wildlife Service Region 6
> National Wildlife Refuge System

>
> 303-236-4310 W
> 720-708-8026 Cell

>
>
> -----Original Message-----

> From: Will Meeks [mailto:will_meeks@fws.gov]
> Sent: Thursday, December 29, 2016 2:28 PM
> To: Bernie Petersen
> Subject: Re: NBR Update

>
> I'm anticipating an RDT meeting. Why don't you make this for 11:00 am and
> we will step out of management team meeting.

>
> Will Meeks
> U.S. Fish and Wildlife Service
> Mountain-Prairie Region
> Assistant Regional Director
> National Wildlife Refuge System
> 303-236-4303(w)
> 720-541-0310 (c)

>
>> On Dec 29, 2016, at 1:53 PM, Bernie Petersen <bernie_petersen@fws.gov>

>> wrote:
>>
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>>
>> Title: NBR Update
>> Will would like to have a call to update us on what has been happening
>> from his end.

>> When: Tue Jan 3, 2017 9am – 10am Mountain Time Video call:
>> https://plus.google.com/hangouts/_/doi.gov/bernie-petersen
>> <https://plus.google.com/hangouts/_/doi.gov/bernie-petersen?hceid=YmVybmllX3BldGVyc2VuQGZ3cy5nb3Y.u6cianspkte34hm60ct7pv9prk>
>> Calendar: will_meeks@fws.gov
>> Who:
>> * bernie_petersen@fws.gov - organizer
>> * jeff_king@fws.gov
>> * will_meeks@fws.gov
>>
>> Event details:
>> <https://www.google.com/calendar/event?action=VIEW&eid=dTZjaWFuc3BrdGUzNGhtNjBjdDdwjlcmsgd2lsbF9tZWVrc0Bmd3MuZ292&tok=MjMjYmVybmllX3BldGVyc2VuQGZ3cy5nb3ZhOWRiOGE0Yjg2NDliYWYyNjYjM0ODZiZTU5MTQ0ZmY2ZDM5NGI4&ctz=America/Denver&hl=en>
>>
>> Invitation from Google Calendar: <https://www.google.com/calendar/>
>>
>> You are receiving this email at the account will_meeks@fws.gov because you are subscribed for invitations on calendar will_meeks@fws.gov.
>>
>> To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.
>>
>> Forwarding this invitation could allow any recipient to modify your RSVP response. Learn more at <https://support.google.com/calendar/answer/37135#forwarding>
>> <meeting.ics>

From: [Google Calendar](#) on behalf of [Scott Kahan](#)
To: wj_meeks@fws.gov; cynthia_martinez@fws.gov
Subject: Meet to discuss NBR
Start: Tuesday, January 03, 2017 8:00:00 AM
End: Tuesday, January 03, 2017 8:30:00 AM
Attachments: [inv.1e.1c3](#)

HYPERLINK "https://www.google.com/calendar/event?
action=VIEW&eid=dmpjg-WZzNTdoahQxMDVzYmI0OWgxODVqMmcgd2lsbF9ZdVZVrc0Bmd3Muz292&rst=1&tok=MTkjc-2NvdHRfa2FoYW5AZndLmvdml4OTNiOTkNTcyMmVIN2JiYzRkODZlOGQ3ZGIwODk5NWMSNmNmOWQ&ctz=America%2FDenver&hl=en" more details >

Meet to discuss NBR

When
Tue Jan 3, 2017 8am - 8:30am Mountain Time
Video call
HYPERLINK "https://plus.google.com/hangouts/_/doi.gov/scott-kahan?ceid=c2NvdHRfa2FoYW5AZndLmvdmg.vjcof557hht1055bb49b185j2g" https://plus.google.com/hangouts/_/doi.gov/scott-kahan

Calendar
wj_meeks@fws.gov
Who
• scott_kahan@fws.gov
- organizer
• cynthia_martinez@fws.gov
• will_meeks@fws.gov

Going?
HYPERLINK "https://www.google.com/calendar/event?
action=RESPOND&eid=dmpjg-WZzNTdoahQxMDVzYmI0OWgxODVqMmcgd2lsbF9ZdVZVrc0Bmd3Muz292&rst=1&tok=MTkjc-2NvdHRfa2FoYW5AZndLmvdml4OTNiOTkNTcyMmVIN2JiYzRkODZlOGQ3ZGIwODk5NWMSNmNmOWQ&ctz=America%2FDenver&hl=en" Yes -
HYPERLINK "https://www.google.com/calendar/event?
action=RESPOND&eid=dmpjg-WZzNTdoahQxMDVzYmI0OWgxODVqMmcgd2lsbF9ZdVZVrc0Bmd3Muz292&rst=3&tok=MTkjc-2NvdHRfa2FoYW5AZndLmvdml4OTNiOTkNTcyMmVIN2JiYzRkODZlOGQ3ZGIwODk5NWMSNmNmOWQ&ctz=America%2FDenver&hl=en" Maybe -
HYPERLINK "https://www.google.com/calendar/event?
action=RESPOND&eid=dmpjg-WZzNTdoahQxMDVzYmI0OWgxODVqMmcgd2lsbF9ZdVZVrc0Bmd3Muz292&rst=2&tok=MTkjc-2NvdHRfa2FoYW5AZndLmvdml4OTNiOTkNTcyMmVIN2JiYzRkODZlOGQ3ZGIwODk5NWMSNmNmOWQ&ctz=America%2FDenver&hl=en" No
HYPERLINK "https://www.google.com/calendar/event?
action=VIEW&eid=dmpjg-WZzNTdoahQxMDVzYmI0OWgxODVqMmcgd2lsbF9ZdVZVrc0Bmd3Muz292&rst=1&tok=MTkjc-2NvdHRfa2FoYW5AZndLmvdml4OTNiOTkNTcyMmVIN2JiYzRkODZlOGQ3ZGIwODk5NWMSNmNmOWQ&ctz=America%2FDenver&hl=en" more options >

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From: [Scott Kahan](#)
To: [Will Meeks](#)
Subject: Noi
Date: Wednesday, January 04, 2017 1:12:40 PM

Hey- just had a meeting with the director re nbr - decision to move forward with noi as is. I can fill you in when you have time



Salem, Brian <brian_salem@fws.gov>

FW: FW: NBR NOI Comms plan

1 message

Will Meeks <Will_Meeks@fws.gov>

Wed, Jan 4, 2017 at 2:42 PM

To: Brian Salem <brian_salem@fws.gov>

Cc: Roya Mogadam <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>

Looping you in.

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]**Sent:** Wednesday, January 04, 2017 2:21 PM**To:** Will Meeks; Roya Mogadam; Anna Munoz**Subject:** RE: FW: NBR NOI Comms plan

Yes, ok to send with the edits.

From: Will Meeks [mailto:Will_Meeks@fws.gov]**Sent:** Wednesday, January 04, 2017 2:20 PM**To:** Roya Mogadam; Anna Munoz**Cc:** Matt Hogan**Subject:** RE: FW: NBR NOI Comms plan

Can we send it to catch up with the package?

Will Meeks

U.S. Fish and Wildlife Service

Matt, good to go with one necessary edit in the key messages. We need to standardize the wording about " held in trust", and ALWAYS use the same wording. Current wording:

"One of the alternatives, the preferred alternative, would transfer the NBR lands into trust to the CSKT."

Should be modified to something like:

"One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust FOR the CSKT."

We need to agree on legally appropriate wording and always use it. This suggestion may not be it, but the wording in there now is not correct. Can you check in with Will and Anna, I would guess that the right wording is in plenty of previous document.

Thanks very much, and holler if this does not make sense.

Noreen

Noreen Walsh

Regional Director

Mountain-Prairie Region

U. S. Fish and Wildlife Service

303 236 7920

From: Matt Hogan [mailto:Matt_Hogan@fws.gov]
Sent: Wednesday, January 04, 2017 12:28 PM
To: Noreen Walsh
Subject: FW: NBR NOI Comms plan

Here are the 3 documents that make up the Comms Plan as well as the revised NOI. Will made some additional edits to the timeline.

From: Stephanie Potter [mailto:stephanie_potter@fws.gov]
Sent: Wednesday, January 04, 2017 12:24 PM
To: Matt Hogan
Subject: NBR NOI Comms plan



Salem, Brian <brian_salem@fws.gov>

NOI

2 messages

Will Meeks <Will_Meeks@fws.gov>
To: Brian Salem <brian_salem@fws.gov>

Thu, Jan 5, 2017 at 9:58 AM

Can you send me the up-to-date version of the NOI? Thanks.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

Salem, Brian <brian_salem@fws.gov>
To: Will Meeks <Will_Meeks@fws.gov>

Thu, Jan 5, 2017 at 10:08 AM

[Quoted text hidden]



NBR draft NOI-revised attorney client privileged work product_BMS121316 sp12-13-16_BMS122016_
correctspacing1.doc
46K

Billing Code: 4333–15

DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS–R6–R–2016–N221]; [FXRS1261060000-178- FF06R00000]

**Notice of Intent to Prepare a Comprehensive Conservation Plan for the National
Bison Range, Moiese, Montana**

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of intent; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and

public meetings. Notification of all such meetings will be announced in the local press and on the NBR website.

DATES: To ensure consideration, written comments must be received or postmarked on or before [insert date 30 days after date of publication in the FEDERAL REGISTER].

ADDRESSES: If you wish to comment on the scope of the CCP/EIS, you may submit your comments by the following method: You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

FOR FURTHER INFORMATION CONTACT: Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228, or by telephone (303) 236-4378.

SUPPLEMENTARY INFORMATION:

Introduction

With this notice, we initiate our process for developing a CCP for the National Bison Range, with headquarters in Moiese, MT. The notice complies with our CCP policy to (1) advise other Federal and State agencies, Tribes, and the public of our intention to conduct planning on this refuge complex and (2) to obtain suggestions and information on the scope of additional issues to consider during development of the CCP. Through the CCP, the Service intends to evaluate both how NBR is managed and who manages it.

Background

The CCP Process

The National Wildlife Refuge System Administration Act of 1966, (Administration Act), as amended by the National Wildlife Refuge System Improvement Act of 1997 (16 U.S.C. 668dd–668ee), requires us to develop a CCP for each national wildlife refuge. The purpose of a CCP is to provide refuge managers with a 15-year strategy for achieving refuge purposes and contributing toward the mission of the National Wildlife Refuge System (NWRS), consistent with sound principles of fish and wildlife management, conservation, legal mandates, and Service policies. In addition to outlining broad management direction on conserving wildlife and their habitats, CCPs identify wildlife-dependent recreational opportunities available to the public, including opportunities for hunting, fishing, wildlife observation and photography, and environmental education and interpretation. We will review and update the CCP at least every 15 years in accordance with the Administration Act.

Each unit of the NWRS was established for specific purposes. We use these purposes as the foundation for developing and prioritizing the management goals and objectives for each refuge within the NWRS mission, and to determine how the public can use each refuge. The planning process is a way for us and the public to evaluate management goals and objectives that will ensure the best possible approach to wildlife, plant, and habitat conservation, while providing for wildlife-dependent recreation opportunities that are compatible with each refuge's establishing purposes and the mission of the NWRS.

We will conduct environmental review pursuant to the provisions of the National Environmental Policy Act of 1969 (42 U.S.C 4321 *et seq.*), by preparing an environmental impact statement (EIS). The Service intends to invite the Confederated Salish and Kootenai Tribes (CSKT) to participate as a cooperating agency as provided by 40 CFR 1508.5.

The Service will prepare a CCP and EIS which will describe management of the NBR over the next 15 years. To facilitate sound planning and environmental assessment, the Service intends to gather information necessary for the preparation of the CCP/EIS and obtain suggestions and information from other agencies and the public on the scope of issues to be addressed in the CCP/EIS. The Service will separately consider CCPs for Pablo, Ninepipe, and Lost Trail National Wildlife Refuges, and the Northwest Montana Lake County Wetland Management District and the waterfowl production areas therein, which are also part of the National Bison Range Complex. The Service will publish a notice of intent to prepare these CCPs at a later date.

The National Bison Range

In 1855, the United States entered into the Hell Gate Treaty with the Salish and Kootenai Tribes of Western Montana to establish the Flathead Indian Reservation. Just over 50 years later, on May 23, 1908, Congress enacted legislation that used its power of eminent domain to establish the refuge. The overall mission of the NBR is to maintain a representative herd of bison, under reasonably natural conditions, to ensure the preservation of the species for continued public enjoyment. The NBR is 18,800 acres and supports between 350 and 500 bison. The National Bison Range lies entirely within the

boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes. Members of the CSKT have a cultural, historical, or geographic connection to the land and resources of the Range. There are significant cultural sites located on the Range and the land was formerly owned in trust for the CSKT. The bison at the range today are descendants of bison owned and preserved by CSKT members over a century ago.

Additional Information

The draft CCP/EIS for NBR will include detailed information about the planning process, refuge, issues, and desired resource conditions. Based on determination of desired conditions, regardless of which management option is selected, the final CCP/EIS will outline resource management activities and visitor recreational activities. To facilitate sound judgment of environmental impacts, the Service is gathering information necessary for the preparation of a CCP/EIS. Based on public input over the years, the Service believes that the range of management alternatives should include, at a minimum:

- **Alternative A (Current Management):** This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the NBR and the day-to-day on-site activities. The Service would be responsible for implementation of the NBR CCP.
- **Alternative B (Preferred Management Option):** In this alternative, the Service intends to evaluate the preferred management option of a Congressional transfer

of lands comprising of the NBR unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT will conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

- Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

Public Availability of Comments

Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.

**Noreen Walsh,
Regional Director,
U.S. Fish and Wildlife Service,
Denver, Colorado**

Dated

Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

No, the National Bison Range is a unique situation whereby a refuge was established wholly within a Reservation boundary for a defined purpose. Bison were on the verge of extinction, and the National Bison Range played a unique role in preventing that. The Service, as well as DOI, must constantly assess how to meet our highest conservation priorities and to respect the government-to-government relationship we have with tribal sovereign nations, like the CSKT. In this case transferring these lands, to be held in trust for the Tribes, helps us to do both.

IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to

be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request “subject matter expert” agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for “technical drafting assistance” are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies’ interests.
- The federal agencies cannot speak to if or how information provided in response to a technical drafting assistance request will be used. It can be part of the information Congress uses to draft and consider legislation.
- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service’s official process to respond to these requests.
- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester’s Office submitted a request on March 3, 2016
- Representative Zinke’s Office submitted a request on March 15, 2016

- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

News Release



**U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228**

For Immediate Release

January XX, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS).f The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before [XX, XX, 2017]. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).



SECTION I: GENERAL INFORMATION

1. **Plan title:** U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range
2. **DTS number:** Click here to enter text.
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) will publish a NOI for preparing a draft CCP/EIS for the National Bison Range. This NOI will outline three possible alternatives that will be included, at a minimum in the CCP.

4. **What is the proposed date to announce this action? Why has that date been selected?** *(Please note whether this date is flexible)*

January 2017, this will need to be announced when published in the Federal Register.

SECTION II: GOALS AND MESSAGES

5. **What are our primary communications goals?**

- Notify the public of this planning effort to solicit comments.
- Explain the CCP process for the NWRS

6. **What are our key messages?**

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison.
- In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- The Service and our partners, including other federal agencies, states, tribal nations,

- have made great strides in the conservation of bison across the western plains.
- The Service is proposing a minimum of three alternatives for the CCP
- One of the alternatives, the preferred alternative, would transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT.

SECTION III: IMPLEMENTATION

7. **Who is leading this communications effort?** *(Check one. Note if the response is neither of these, you should be using either a Partnership, Full or Targeted plan)*

- Region HQ

8. **Which programs and/or regions does this issue involve?**

R6 NWRS and EA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
December 2016	R6-RD surname outreach. Share draft outreach HQ NWRS, EA and CLA	R6 EA Mogadam
Day before FR notice is available in Reading Room	Notify Confederated Kootenai Salish Tribe (CSKT)	R6 EA Mogadam
Day FR notice is in Reading Room	Notify Montana Congressional Delegation and Congressional Committee contacts.	HQ CLA Gustavson R6 EA Mogadam

Day FR notice Publishes	Distribute News Release	HQ EA
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10. Which communications tools are needed to support these strategies and tactics? *(Be as specific as possible about the products identified and who will produce them)*

Tool	Responsible	Due Date
Communications Plan	EA	Dec. 16, 2016
Press Release	EA	Dec. 16, 2016

11. Which agencies, organizations and/or individuals should be notified?

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
The Confederated Salish and Kootenai Tribes (CSKT)	TBD	P	TBD

12. Who are the primary points of contact for this action?

Media coordinators *(For national-level plans, list at least one person from HQ Public Affairs and others from region/program if appropriate. For regional-level plans, only regional coordinators are required. Enter name, email and phone)*

- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Congressional coordinators *(Optional. Enter name, email and phone)*

- Angela Gustavson, (703) 358 -2253; angela_gustavson@fws.gov
- Roya Mogadam, 303-236-4572 roya_mogadam@fws.gov

Subject matter experts available for interview *(Must be approved by HQ Public Affairs for an HQ-led announcement or Regional Public Affairs for region-led announcement. Enter name, email and phone)*

- Will Meeks, 303-236-4303, Will_Meeks@fws.gov
Additional technical experts for reference (*Enter name, email and phone*)
- Cynthia Martinez, 202-208-5333, Cynthia_Martinez@fws.gov

SECTION IV: DOCUMENT INFO

13. Date Created Created By

12/16/2016	Roya Mogadam
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14. Date last edited Edited By

SECTION V: CONGRESSIONAL CONTACT LISTS

Only impacts Montana Delegations

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov v 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736

Committee Contacts

Click here to enter text.

-FWS-



Salem, Brian <brian_salem@fws.gov>

Bison Range Communications Materials

Mogadam, Roya <roya_mogadam@fws.gov>
To: "Salem, Brian" <brian_salem@fws.gov>

Thu, Jan 5, 2017 at 11:18 AM

These have been reviewed and approved by the RD's office and R6-NWRS. I have also shared these with HQ-EA

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

3 attachments

-  **NBR Talking Points and Q_A V3.docx**
10K
-  **NBRNOI_NR_v4.docx**
136K
-  **NOIforNBRCCP_Comms_V3.docx**
33K



Salem, Brian <brian_salem@fws.gov>

National Bison Range Communications Material

11 messages

Salem, Brian <brian_salem@fws.gov> Thu, Jan 5, 2017 at 12:47 PM
To: Nikki Randolph <nikki_randolph@fws.gov>, Charisa Morris <charisa_morris@fws.gov>, Megan Davis <megan_reed@fws.gov>

Hi Charisa, Nikki and Megan!

Happy New Years!! Hope the holidays treated you guys well!!

I was not sure exactly who to email so figured I would email all three of you. I wanted to see if one of you could do us a huge favor and add the attached communications material to the National Bison Range hardcopy package (FR00002805). The outreach just received final approval, today. Looks like the package is slated to go to Michael Bean, not sure if he will require it, but I know Exec. Sec. will.

I have already added the documents to the electronic DTS package. Please feel free to give me a call if there are any questions. Thanks so much!!

Brian
(413) 262-92656

3 attachments

-  **NBR Talking Points and Q_A V3.docx**
10K
-  **NBRNOI_NR_v4.docx**
136K
-  **NOIforNBRCCP_Comms_V3.docx**
33K

Salem, Brian <brian_salem@fws.gov> Thu, Jan 5, 2017 at 12:50 PM
To: "Munoz, Anna" <anna_munoz@fws.gov>, Will Meeks <will_meeks@fws.gov>, "Mogadam, Roya" <roya_mogadam@fws.gov>

FYI.

Will, is Cynthia aware of the outreach? Thinking she is, but just curious since she already surnamed the package without the outreach. If not, we may want to just send her a quick note letting her know we added it to the package.

[Quoted text hidden]

3 attachments

-  **NBR Talking Points and Q_A V3.docx**
10K
-  **NBRNOI_NR_v4.docx**
136K
-  **NOIforNBRCCP_Comms_V3.docx**
33K

Randolph, Nikki <nikki_randolph@fws.gov> Thu, Jan 5, 2017 at 12:53 PM
To: "Salem, Brian" <brian_salem@fws.gov>

we will add it to the hard copy file before it goes to EXSEC

Megan Davis Reed || *Special Assistant*

External Affairs & National Wildlife Refuge System

U.S. Fish and Wildlife Service

1849 C Street NW, Room 3351

Washington, DC 20240

Office: 202-219-3898

Fax: 202-501-6589

Salem, Brian <brian_salem@fws.gov>
To: "Reed, Megan" <megan_reed@fws.gov>

Fri, Jan 6, 2017 at 8:37 AM

Hi Megan!

Yep :) Nikki sent an email saying she would add it before it goes to Exec. Sec.

[Quoted text hidden]

Salem, Brian <brian_salem@fws.gov>
To: "Morris, Charisa" <charisa_morris@fws.gov>

Fri, Jan 6, 2017 at 8:39 AM

Good Morning Charisa!! Nikki said she was going to add the comms before it was sent to Exec. Sec. so I am thinking we are good :)

[Quoted text hidden]

Reed, Megan <megan_reed@fws.gov>
To: "Salem, Brian" <brian_salem@fws.gov>

Fri, Jan 6, 2017 at 9:05 AM

Great! I'll let Charisa know.

[Quoted text hidden]

Charisa Morris <charisa_morris@fws.gov>
To: "Salem, Brian" <brian_salem@fws.gov>

Mon, Jan 9, 2017 at 6:06 AM

Excellent- thank you!

Sent from my iPhone

[Quoted text hidden]

From: [Will Meeks](#)
To: fwfq_cnwr_leadership_team@fws.gov
Subject: NOI
Date: Tuesday, January 24, 2017 3:03:38 PM
Attachments: [Untitled attachment 01276.txt](#)
[Bison NOI.pdf](#)

As discussed today. Maybe an update in Feb is warranted.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

RECEIVED
4/30/17

Blue Goose Alliance
1050 Matador Dr. SE
Albuquerque, New Mexico 87123

January 26, 2017

Noreen Walsh, Regional Director
U.S. Fish and Wildlife Service
134 Union Boulevard, Lakewood, CO 80228

Re: *Effect of White House Freeze Memorandum of January 20, 2017, on the FWS NOI concerning the CCP process for National Bison Range.*

Noreen

Dear RD Walsh:

Given the freeze invoked by the White House on Departmental regulatory and other releases, including "Notices of Inquiry," the Blue Goose Alliance anticipates that the current Scoping effort by the Fish and Wildlife Service is in abeyance. Is that correct?

If it is correct what actions, if any, are being taken to obtain Departmental clearance to reinstate the Scoping process, and does FWS intend to issue a correction to the deadline date published in the January 18 Federal Register? Will a correction or notice of delay be published in the Federal Register?

As an interested party, the Blue Goose Alliance intends to participate fully and constructively in the Scoping and ensuing CCP/NEPA process related to the National Bison Range. Thus, we would sincerely appreciate being informed about the matters outlined above.

Sincerely,

Bill

William C. Reffalt, Vice President
Blue Goose Alliance

From: Betsy_Matten@fws.gov
To: Bernie_Petersen@fws.gov; Maureen_Gallagher@fws.gov; Will_Meeks@fws.gov
Subject: DCN: 065005 - Blue Goose Alliance request for Information regarding NBR
Date: Tuesday, January 31, 2017 7:47:04 AM
Attachments: [Untitled attachment 00958.dat](#)

Due 2/13/17. Bernie has the lead for a response.

RECEIVED
4/30/17

Blue Goose Alliance
1050 Matador Dr. SE
Albuquerque, New Mexico 87123

January 26, 2017

Noreen Walsh, Regional Director
U.S. Fish and Wildlife Service
134 Union Boulevard, Lakewood, CO 80228

Re: *Effect of White House Freeze Memorandum of January 20, 2017, on the FWS NOI concerning the CCP process for National Bison Range.*

Noreen

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Given the freeze invoked by the White House on Departmental regulatory and other releases, including "Notices of Inquiry," the Blue Goose Alliance anticipates that the current Scoping effort by the Fish and Wildlife Service is in abeyance. Is that correct?

If it is correct what actions, if any, are being taken to obtain Departmental clearance to reinstate the Scoping process, and does FWS intend to issue a correction to the deadline date published in the January 18 Federal Register? Will a correction or notice of delay be published in the Federal Register?

As an interested party, the Blue Goose Alliance intends to participate fully and constructively in the Scoping and ensuing CCP/NEPA process related to the National Bison Range. Thus, we would sincerely appreciate being informed about the matters outlined above.

Sincerely,

Bill

William C. Reffalt, Vice President
Blue Goose Alliance

From: [Will Meeks](#)
To: [Cynthia Martinez](#)
Subject: Fwd: DCN: 065005 - Blue Goose Alliance request for Information regarding NBR
Date: Tuesday, January 31, 2017 7:49:08 AM
Attachments: [Untitled attachment 00967.htm](#)
[DTS 065005 Blue Goose Alliance Request for Information regarding NBR.pdf](#)

Simply FYI. I'll send you a final when completed.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303(w)
720-541-0310 (c)

Begin forwarded message:

From: <Betsy_Matten@fws.gov>
Date: January 31, 2017 at 7:46:58 AM MST
To: <Bernie_Petersen@fws.gov>, <Maureen_Gallagher@fws.gov>, <Will_Meeks@fws.gov>
Subject: DCN: 065005 - Blue Goose Alliance request for Information regarding NBR

Due 2/13/17. Bernie has the lead for a response.

RECEIVED
4/30/17

Blue Goose Alliance
1050 Matador Dr. SE
Albuquerque, New Mexico 87123

January 26, 2017

Noreen Walsh, Regional Director
U.S. Fish and Wildlife Service
134 Union Boulevard, Lakewood, CO 80228

Re: *Effect of White House Freeze Memorandum of January 20, 2017, on the FWS NOI concerning the CCP process for National Bison Range.*

Noreen

Dear RD Walsh:

Given the freeze invoked by the White House on Departmental regulatory and other releases, including "Notices of Inquiry," the Blue Goose Alliance anticipates that the current Scoping effort by the Fish and Wildlife Service is in abeyance. Is that correct?

If it is correct what actions, if any, are being taken to obtain Departmental clearance to reinstate the Scoping process, and does FWS intend to issue a correction to the deadline date published in the January 18 Federal Register? Will a correction or notice of delay be published in the Federal Register?

As an interested party, the Blue Goose Alliance intends to participate fully and constructively in the Scoping and ensuing CCP/NEPA process related to the National Bison Range. Thus, we would sincerely appreciate being informed about the matters outlined above.

Sincerely,

Bill

William C. Reffalt, Vice President
Blue Goose Alliance

From: [Matten, Betsy](#)
To: [Bernie Petersen](#); [Will Meeks](#); [Maureen Gallagher](#)
Subject: Re: 065005 - Blue Goose Alliance request for Information regarding NBR
Date: Tuesday, January 31, 2017 7:53:17 AM
Attachments: [065005 Blue Goose Alliance Request for Information regarding NBR.pdf](#)

Bernie said the attachment didn't open, so try this.
Betsy

On Tue, Jan 31, 2017 at 7:51 AM, Bernie Petersen <bernie_petersen@fws.gov> wrote:

Betsy,

Can you send the request - the attachment won't open.

Bernard J Petersen
Refuge Supervisor for Colorado, Montana, Utah, Wyoming
US Fish and Wildlife Service Region 6
National Wildlife Refuge System

303-236-4310 W
720-708-8026 Cell

-----Original Message-----

From: Betsy_Matten@fws.gov [mailto:Betsy_Matten@fws.gov]
Sent: Tuesday, January 31, 2017 7:47 AM
To: Bernie_Petersen@fws.gov; Maureen_Gallagher@fws.gov; Will_Meeks@fws.gov
Subject: DCN: 065005 - Blue Goose Alliance request for Information regarding NBR

Due 2/13/17. Bernie has the lead for a response.

--

Betsy M. Matten, Administrative Officer
U.S. Fish and Wildlife Service, Region 6
National Wildlife Refuge System
134 Union Blvd.
Lakewood, CO 80228
303-236-4307
Betsy_Matten@fws.gov

From: [Bernie Petersen](#)
To: [Will Meeks](#); [Maureen Gallagher](#)
Subject: FW: could you take a look at this
Date: Wednesday, February 01, 2017 7:27:16 AM
Attachments: [Blue Goose Alliance reply.docx](#)

Attached is my draft response to Blue Goose Alliance . Aaron has reviewed and is good with it. Your comments appreciated. Once I have those I will get with Betsy to format and prepare for surname.

Bernard J Petersen
Refuge Supervisor for Colorado, Montana, Utah, Wyoming
US Fish and Wildlife Service Region 6
National Wildlife Refuge System

303-236-4310 W
720-708-8026 Cell

From: Mize, Aaron [mailto:aaron_mize@fws.gov]
Sent: Wednesday, February 01, 2017 6:44 AM
To: Bernie Petersen
Subject: Re: could you take a look at this

I agree with that. Looks good.

On Tue, Jan 31, 2017 at 5:07 PM, Bernie Petersen <bernie_petersen@fws.gov> wrote:
Aaron,

Attached is a letter we received from the Blue Goose Alliance on the Bison Range NOI and what our path forward might be, given the Executive Orders coming out. I have drafted a quick response can you take a look and see if you agree with it? Will asked that I run this by you before I send it up.

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Dear Mr. Reffalt,

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Once we receive further guidance from the Department we will notify interested parties of the plan to move forward. Until that time we are unable to speculate on the impacts to any particular project.

We appreciate the willingness of the Blue Goose Alliance to participate fully and constructively in the process of developing the Scoping for CCP for the National Bison Range. Again, once we have received further guidance from the Department we will notify interested parties of the path forward for this project.

Sincerely,

Noreen Walsh

Regional Director Region 6

U.S. Fish and Wildlife Service.

From: [Will Meeks](#)
To: [Cynthia Martinez](#); [Polly Wheeler](#)
Subject: FW: could you take a look at this
Date: Wednesday, February 01, 2017 10:53:00 AM
Attachments: [Blue Goose Alliance reply.docx](#)

Are you OK with this response re: NBR CCP? Bill Reffalt sent an email to Noreen asking for clarification.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Bernie Petersen [mailto:bernie_petersen@fws.gov]
Sent: Wednesday, February 01, 2017 7:27 AM
To: Will Meeks; Maureen Gallagher
Subject: FW: could you take a look at this

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US Fish and Wildlife Service Region 6
National Wildlife Refuge System

303-236-4310 W
720-708-8026 Cell

--

Aaron Mize | Chief, Branch of Conservation Planning and Policy - National Wildlife Refuge System Headquarters - U.S. Fish and Wildlife Service | Falls Church, Virginia | o: 703-358-2678 c: 575-520-9905

Dear Mr. Reffalt,

Thank you for your recent letter concerning the status of the Notice of Intent for the Comprehensive Conservation Plan for the National Bison Range. You are correct in your conclusion that the scoping process is currently on hold pending further guidance from the Department of Interior as it relates to the recent Executive Order signed by the President.

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Sincerely,

Noreen Walsh

Regional Director Region 6

U.S. Fish and Wildlife Service.

From: [Will Meeks](#)
To: [Brian Salem](#)
Subject: FW: could you take a look at this
Date: Thursday, February 02, 2017 2:44:00 PM
Attachments: [Blue Goose Alliance reply.docx](#)

Brian,

What are your thoughts on this? I'll send you the letter from Reffalt that precipitated this. Thanks for the look.

Will Meeks
U.S. Fish and Wildlife Service
Mountain Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

From: Bernie Petersen [mailto:bernie_petersen@fws.gov]
Sent: Wednesday, February 01, 2017 7:27 AM
To: Will Meeks; Maureen Gallagher
Subject: FW: could you take a look at this

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Sincerely,

Noreen Walsh

Regional Director Region 6

U.S. Fish and Wildlife Service.

From: [Salem, Brian](#)
To: [Will Meeks](#)
Subject: Re: FW: could you take a look at this
Date: Thursday, February 02, 2017 3:00:24 PM

It looks fine.

I think you can answer Mr. Raffalts' inquiry on an extension, if you would like. We will be legally required to publish an extension notice.

On Thu, Feb 2, 2017 at 2:44 PM, Will Meeks <Will.Meeks@fws.gov> wrote:

Brian,

What are your thoughts on this? I'll send you the letter from Reffalt that precipitated this. Thanks for the look.

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)

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Subject: FW: could you take a look at this

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Aaron Mize | Chief, Branch of Conservation Planning and Policy - National Wildlife Refuge System Headquarters - U.S.
Fish and Wildlife Service | Falls Church, Virginia | o: 703-358-2678 c: 575-520-9905

From: [Gallagher, Maureen](#)
To: [Will Meeks](#)
Subject: Fwd: FW: could you take a look at this
Date: Friday, February 03, 2017 8:23:09 AM
Attachments: [Blue Goose Alliance reply.docx](#)

This reminds me that I have been wondering if we are no longer running these types of things through surname. Ne response needed, just a reminder to talk to you.

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

From: **Bernie Petersen** <bernie_petersen@fws.gov>
Date: Wed, Feb 1, 2017 at 7:27 AM
Subject: FW: could you take a look at this
To: Will Meeks <will_meeks@fws.gov>, Maureen Gallagher <maureen_gallagher@fws.gov>

Attached is my draft response to Blue Goose Alliance . Aaron has reviewed and is good with it. Your comments appreciated. Once I have those I will get with Betsy to format and prepare for surname.

Bernard J Petersen

Refuge Supervisor for Colorado, Montana, Utah, Wyoming

US Fish and Wildlife Service Region 6

National Wildlife Refuge System

303-236-4310 W

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Sincerely,

Noreen Walsh

Regional Director Region 6

U.S. Fish and Wildlife Service.



Smith, Shannon <shannon_smith@fws.gov>

Fwd: Clearance log for Federal Register notices (through 1/31/17)/a few Q's and A's

1 message

Martinez, Cynthia <cynthia_martinez@fws.gov>

Thu, Feb 2, 2017 at 11:21 AM

To: Jeff Rupert <jeff_rupert@fws.gov>, Shannon Smith <shannon_smith@fws.gov>, Aaron Mize <Aaron_Mize@fws.gov>
Cc: Polly Wheeler <polly_wheeler@fws.gov>, Eric Alvarez <AEric_Alvarez@fws.gov>, Rob Miller <rob_miller@fws.gov>, Katherine Spomer <katherine_spomer@fws.gov>, Linda Walker <linda_d_walker@fws.gov>, Rich Johnston <richard_A_johnston@fws.gov>

We received this guidance late last night regarding FR approval process.

Let me know if anyone would like to discuss.

Thanks,
Cynthia

—— Forwarded message ——

From: **Morris, Charisa** <charisa_morris@fws.gov>

Date: Wed, Feb 1, 2017 at 7:24 PM

Subject: Fwd: Clearance log for Federal Register notices (through 1/31/17)/a few Q's and A's

To: FWS Directorate & Deputies <fwsdirectanddep@fws.gov>

Cc: FWS Directorate Secretaries <fws_directorate_secretaries@fws.gov>, "Rushing, Anya" <anya_rushing@fws.gov>, "Farmer, Kristi" <kristi_farmer@fws.gov>, Vicki Finn <vicki_finn@fws.gov>, Scott Aikin <scott_aikin@fws.gov>

Good afternoon-

Please see Sara's email below if you have any question about our current FR approval process. I know this is more granular than normal, but we want you to have this information at your fingertips during these dynamic first few weeks.

Thanks!
Charisa

—— Forwarded message ——

From: **Prigan, Sara** <sara_prigan@fws.gov>

Date: Tue, Jan 31, 2017 at 6:18 PM

Subject: Clearance log for Federal Register notices (through 1/31/17)/a few Q's and A's

To: Sara Prigan <sara_prigan@fws.gov>

Latest clearance log

Attached is the latest clearance log for notices.

Notices are starting to move

Send your notices in for clearance, if you have not already. In the lefthand column of the notice clearance log, I tried to note which documents you still need to provide (may have missed some; if so, sorry).

Using DTS

Route DTS records to me at ABHC-PPM.

If you have a DTS record for your notice already (e.g., FR0000xxxx), do not create a new one. Add the new briefing paper to the existing DTS record. Add a new routing for my office (ABHC-PPM) at the end of the previous routings.

If there is no DTS record for the notice, create one.

Important: Make sure to put the current date in the "Task Assigned" field so that the folder next to ABHC-PPM turns blue. Otherwise I won't see the DTS record in my inbox and I will not receive any notification that it is ready for my action.

See the attached DTS screen capture for an illustration of this. Because the "Task Assigned" field is filled in (circled in red), the folder next to the ABHC-PPM routing turns blue (this routing is circled in green). Blue folder = I am notified. As a backup, you may email me to let me know you have just routed something in DTS.

Here are a few Qs and As about guidance I have sent out in the past few days (I'm sure there will be more):

1. Are FR Notice packages actually moving past the Director and getting reviewed and cleared? Or are they being held in the agency for now and not going beyond the Director to the Office of the Assistant Secretary for Fish and Wildlife and Parks (FW) and the Secretary (OS)?

ANS: Now that we have the new briefing paper (BP) format, and we are able to add briefing papers to existing DTS records and move the records up, things are starting to move.

2. If we had projects in DTS already, I presume we need to provide the new BP format (e.g., nothing was grandfathered in)? Assuming yes, I understand we need to upload the BP to replace the old information memorandum.

ANS: Nothing was grandfathered in. If your notice was with FW or OS before, it has been bumped back down to me (ABHC-PPM). You must provide me with the new BP. If you didn't have to do the information memorandum before, you now must do the BP! If you did the information memorandum before, you replace it with the new BP format.

Also, as far as getting re-sumaming, it depends on what your program requires. If they want the DTS record to go all the way through the program again, you have to do that. Or if they want routing to start with me, that is okay too. However, it can't skip me and go higher. It should come to me, and then I then send to D, who will route it higher (to FW and OS).

3. How quickly might the format of the new briefing paper change?

ANS: I think the format is now settled. Please use the 1/30/17 briefing paper format (attached).

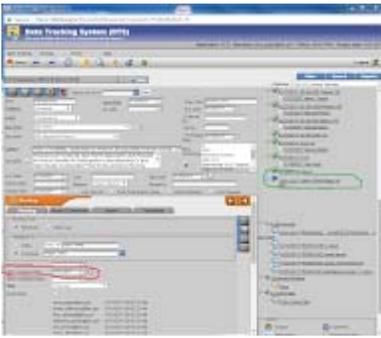
Thank you,

Sara Prigan
Division of Policy, Performance, and Management Programs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: BPHC
Falls Church, VA 22041-3808
Telephone: 703-358-2508
Cell phone/text: 301-580-6520

—
Charisa_Morris@fws.gov | Chief of Staff, Office of the Director | U.S. Fish & Wildlife Service | 1849 C Street NW, Room 3348 | Washington, DC 20240 | (202) 208-3843 | For urgent matters, please dial cell: 301-875-8937

3 attachments

DTS_screencap.PNG
258K



 **Briefing Paper for Notices 1-30-17.docx**
39K

 **FWS_Notice_Clearance_Log_sent_2017_01_31.docx**
71K

Data Tracking System (DTS)

Fish and Wildlife Service, U.S. Department of the Interior

Application: DTS | Username: sara_prigan@fws.gov | Office: ABHC-PPM | Today's Date: 01/31/2017

Data Tracking Training Forms Help

Home [Navigation Icons] Logout

DTS-Database-FWS-FR-Items=2010 [Help]

Search for DCN: [] Go

DCN	FR00002832	Input Date	01/10/2017	Orig. Office	R2-ES-CLFO
Category	N-Notice	Inc Date		Due Date	01/20/2017
Action	4-Signature	External No		ES No	
Doc Type	ES-Other	FR Publish Date	01/20/2017	Req Surnames	D CCU Assistant Director AEA-CLA Appropriate W/O Program Regional Director
Sig Level	RD-Regional Director	Ack Date	01/10/2017	Sign Date	01/20/2017
Subject	Notice of Availability: Applications for American Burying-Beetle Amended Industry Conservation Plan for the American Burying				
Synopsis	Receipt of an Incidental Take Permit Application and Request for Permit Transfer for Participation in the Amended Oil and Gas Industry Conservation Plan for the American Burying				
Interim Date		Medium	Select Medium	Signed By	
Closed Date	01/20/2017	Lock Record	<input type="checkbox"/>	Work Flow Report Setup	<input type="checkbox"/>
		NARA Retention	<input type="checkbox"/>	FOIA Request	<input type="checkbox"/>

Database: FWS-FR Federal Register

- 01/27/2017, R2-ES-ER-Tuegel (16)
- 01/27/2017, Marty Tuegel
- 01/27/2017, R2-ES-ARD-Porter (16)
- 01/27/2017, Michael Porter
- 01/27/2017, R2-ES-ER-Baker (16)
- 01/27/2017, Denise Baker
- 01/27/2017, R2-ES-ARD (2)
- 01/27/2017, CCU (2)
- 01/27/2017, Neena Martin
- 01/27/2017, D (3)
- 01/30/2017, Jim Kurth
- 01/30/2017, FW (3)
- 01/31/2017, ABHC-PPM-Prigan (6)

5 Attachments

- 01/31/2017, FR00002832 COMPLETE PACKAGE 1-30-17.pdf
- 01/12/2017, FR2832 NTR v.4.docx
- 01/20/2017, FR00002832 signed tr.pdf
- 01/20/2017, FR00002832 signed amendment.pdf
- 01/27/2017, FR2832 HQ-mandated summary v.4.docx

1 External Routings

- New
- 4 Control Slips
- FWS-Control Slip

Legend

- Contact
- Attachment
- Comment
- External routing

Routing

Routing Route Comment Insert Surname

Routing Type

Electronic Hard copy

Assigned To

Office: FWS | ABHC-PPM

Individual: Prigan, Sara

Task Due Date: []

Task Assigned Date: 01/31/2017

Task Completed Date: []

Task: 6-Revise

Send Email:

sara_prigan@fws.gov	01/31/2017 09:07:32 AM
susan_wilkinson@fws.gov	01/31/2017 09:07:32 AM
tina_campbell@fws.gov	01/31/2017 09:07:32 AM
katherine_garrity@fws.gov	01/31/2017 09:07:32 AM
kim_howze@fws.gov	01/31/2017 09:07:32 AM
Krista_Bihh@fws.gov	01/31/2017 09:07:32 AM

Briefing Paper for Departmental Clearance of Federal Register Notices

I. Title of notice document:

II. Title(s) of any document(s) the notice is making available to the public:

III. Document tracking number: **format: [FWS-xx-xx-201x]**

IV. Summary of action (briefly describe **what** the action/project does or would do, if approved):

V. Is timing critical? Yes No If yes, answer the following questions. If no, go to the next section.

a. By what date must the FR notice publish?

b. What is driving the timing?

c. What happens if the deadline is missed?

VI. Background (provide a brief description of **why** the action the notice announces must be taken; assume the reader knows little about the subject matter):

VII. Is this a **high-profile** or **controversial** action? Yes No If yes, answer the following questions. If no, go to the next section.

a. What are the **significant issues**?

b. **Who will care**, and **how strongly** will they care?

c. How will this action be introduced to the public?

VIII. Is this an information collection notice? Yes No If yes, answer the following questions. If no, go to the next section.

a. Does the notice seek a new OMB control number or a renewal of an existing approval?

b. If the notice is for a renewal, what is the OMB control number? **format: 1018-xxxx**

IX. Approval is requested to send the notice to:

The Office of the Federal Register for publication, and/or

OMB for review (information collection notices only)

X. Primary contact (someone who can answer questions about subject matter):

Name:

Phone:

Email:

DOCUMENT CLEARANCE LOG
Non-CCP notices

	Title DTS DCN [Notice Tracking #] Contact person	P r o g r a m	R e g i o n	Date received in PPM/ any issues/ date cleared	Date to FWS Director's Office	Date cleared by FWS Director's Office	Date to Dep Asst Sec for Fish and Wildlife and Parks	Date cleared by Dep Asst Sec for Fish and Wildlife and Parks	Date to Exec Sec / Chief of Staff	Date cleared for program to send to Federal Register for publication	Pub Date and link to published doc
65	Orange County Transportation Authority (OCTA) M2 Natural Community Conservation Plan/Habitat Conservation Plan, Orange County, California; Availability of final environmental impact report/ environmental impact statement and habitat conservation plan John Robles	ES	8	SP recd for review							
64	Proposed Programmatic Candidate Conservation	ES	4	SP recd for review							

	<p>Agreement with Assurances for the Louisiana Pinesnake, Louisiana Department of Wildlife and Fisheries for conservation management agreements with eligible non-Federal landowners in Bienville, Beauregard, Jackson, Natchitoches, Rapides, Sabine, Vernon, Winn, Grant, and Allen Parishes, Louisiana Michael Harris</p>										
63	<p>Availability of Proposed Low-Effect Habitat Conservation Plans, Lake and Volusia, County, FL; (Mattamy Orlando, LLC (Postal Colony Property), first of three) Erin M. Gawera</p>	ES 4		<p>SP recd for review</p>							

62	Threatened Wildlife; Incidental Take Permit Application and Environmental Assessment for Road Construction Activities; Hernando and Citrus Counties, FL [FWS-R4-ES-2017-N019] David Dell, Robert Tawes	ES	4	SP reviewed and okayed notice 1/30/17 (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
61	Proposed Information Collection; Federal Fish and Wildlife Permit Applications and Reports-Management Authority [FWS-HQ-IA-2017-N018] 1018-0093 Madonna Baucum	IA	HQ	SP reviewed and okayed 1/30/17						
60	Wildlife and Hunting Heritage Conservation Council; Cancellation of FACA Meeting [FWS-HQ-R-2017-N017] FR00002850	R	HQ	SP and Krista reviewed and okayed 1/30/17	To CCU and D 1/31/17					

	FACA notice Joshua Winchell, Krista Bibb Please expedite									
59	Proposed Information Collection; Federal Fish and Wildlife Permit Applications and Reports–Migratory Birds and Eagles; 1018–0022 [FWS–HQ–MB–2017–N016] FR00002851 Madonna Baucum	MB	HQ	SP reviewed and okayed 1/30/17; 1/31/17—PPM/Tina-Madonna sent to ABHC						
58	Sport Fishing and Boating Partnership Council; Notice of meeting; March 16-17, 2017 [FWS–HQ–EA–2017–N015] Virginia Takang, Krista Bibb FR00002848	EA	HQ	prog knows new briefing paper req; KB reviewed and then SP reviewed notice 1/30/17; 1/30/17—cleared Krista/PPM and went to DAD-FAC						

57	Trinity River Adaptive Management Working Group tentative meeting date of March 20-21 , 2016, Weaverville, CA [FWS-R8-FHC-2017-N014] Vina Frye, Joe Polos, Stefanie Blihovde, Nick Hetrick	FH C	8	Krista and Sara edited, 1/17/17	KB sent to CCU, who will print and send on; 1/30/17—to D					
56	Information Collection Request Sent to the Office of Management and Budget (OMB) for Approval; Approval Procedures for Nontoxic Shot and Shot Coatings; 1018-0067 [FWS-HQ-MB-2017-N013] Madonna Baucum FR00002846 needs to be published no later than Jan 31	MB	HQ	SP cleared 1/23/17	1/24/17	1/25/17	1/25/17	1/25/17	1/26/17; at OFR as of 1/27/17; 02123 to publish on 01-31-2017; public inspection on 01-30-2017 08:45	1/31/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-31/pdf/2017-02123.pdf
55	Endangered Species Recovery Permit Applications (first	ES	4	SP cleared 1/18/17; needs reclearance by						

	applicant: Holly K. Ober, University of Florida, Quincy, FL TE 23583B-2) [FWS-R4-ES-2017-N012] Karen Marlowe			new admin-- via DTS, ABHC-PPM needs briefing paper (draft new format) and PDF of signed notice (showing signature by hand)						
54	Receipt of International Endangered Species Applications for Permit (first applicant: Yerkes National Primate Research Center, Atlanta, GA; PRT-837068) [Docket No. FWS-HQ-IA-2017-0008] Joyce Russell, Brenda Tapia FR00002847 ASAP	IA	HQ	SP cleared 1/18/17; needs reclearance by new admin	1/31/17— routed to CCU and D					
53	Threatened Species;	IA	HQ	Prog told						

	Exemption from Threatened Species Permits for a Qualifying Beluga Sturgeon Aquaculture Facility (in FL) [FWS-HQ-IA-2016-N174] Elena Babij, R Gnam			about new briefing paper req						
52	Proposed Information Collection; National Wildlife Refuge Special Use Permit Applications and Reports; 1018-0102 [FWS-HQ-R-2017-N011] Madonna Baucum	R	HQ	SP cleared 1/11/17						
51	Proposed Information Collection; Marine Mammal Marking, Tagging, and Reporting Certificates, and Registration of Certain Dead Marine Mammal Hard Parts; 1018-0066 [FWS-R7-MM-2017-	MM	7	SP cleared 1/11/17						

	N010] Madonna Baucum										
50	Migratory Bird Information Program and Migratory Bird Surveys; Proposed Information Collection; 50 CFR 20.20; 1018-0023 Madonna Baucum [FWS-HQ-MB-2017-N009]	MB	HQ	SP cleared 1/11/17							
49	Availability of Record of Decision for Eagle Take Permits for the Chokecherry and Sierra Madre Phase I Wind Energy Project [FWS-R6-MB-2017-N008] FR00002837 L Galiher, C Riley, Laura Hillenbrand, Stephanie Potter	MB	6	SP sent comments 1/11/17; recd in dts 1/12/17	1/12/17-- to D; 1/12/17 evening -- sent SOL surname to CCU for D	1/12/17	1/13/17	1/13/17	1/13/17	cleared 1/13/17; 2017-01346 to publish on 01-23-2017; public inspection on 01-19-2017 at 08:45 a.m.	1/23/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-23/pdf/2017-01346.pdf
48	Information Collection Request Sent to the Office of Management	IA	HQ	SP cleared 1/10/17	N/A	N/A	N/A	N/A	N/A	1/10/17; 2017-00960 to publish on 01-18-2017;	1/18/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-18/pdf/2017-00960.pdf

	and Budget (OMB) for Approval; Import of Sport-Hunted African Elephant Trophies; 30-day notice, 1018-0164 [FWS-HQ-IA-2017-N007] Hope Grey, Madonna Baucum								public inspection on 01-17-2017 08:45 a.m.	gov/fdsys/pkg/FR-2017-01-18/pdf/2017-00960.pdf
47	Receipt of Applications for permit (15671C, New Mexico State University) HQ Div. of Mgmt. Authority [FWS-HQ-IA-2017-0003] Brenda Tapia	IA	HQ	SP cleared 1/10/17	N/A	N/A	N/A	N/A	1/10/17; 00755 to publish on 01-17-2017; public inspection on 01-13-2017 08:45 a.m. Pub inspection: https://s3.amazonaws.com/public-inspection.federalregister.gov/2017-00755.pdf	1/17/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-17/pdf/2017-00755.pdf
46	Initiation of 5-Year Status Reviews of 139 species in Hawaii, Oregon, Washington, California, and Canada	ES	1	SP sent edits, 1/09/17 (now notice needs signed pdf version, and						

	(Marbled murrelet and others; animals and plants) Grant Canterbury [FWS-R1-ES-2017-N006]			BP and SOL)						
45	NOA for an Incidental Take Permit Application and Request for Permit Transfer for Participation in the Amended Oil and Gas Industry Conservation Plan for the American Burying Beetle in Oklahoma (Canyon Creek, first) Michelle Durlinger [FWS-R2-ES-2017-N005] FR00002832	ES	2	SP cleared 1/06/17; 1/20/17--sent up for reclearance by new admin, but kicked back for edits; SP requested Word doc of notice 1/31/17						
44	NOA: Endangered and Threatened Wildlife and Plants; Draft Texas Coastal Bend Shortgrass Prairie Multi-Species Recovery	ES	2	SW reviewed on 1/06/17; recd pkg but need new briefing paper fnt and open	1/31/17—to CCU					

	Plan: Including Slender Rush-Pea and South Texas Ambrosia [FWS-R2-ES-2017-N004] FR00002821 Stacey Stanford			routing to ABHC-PPM; 1/30/17 – recd; sent Qs about BP to Stacey on 1/31/17; recd answers							
43	Deepwater Horizon Oil Spill; Louisiana Trustee Implementation Group Final Restoration Plan #1: Restoration of Wetlands, Coastal, and Nearshore Habitats; Habitat Projects on Federally Managed Lands; and Birds [FWS-R4-FHC-2017-N003] Debora McClain	FH C	4	SP cleared 1/06/17	N/A	N/A	N/A	N/A	N/A	1/06/17	1/23/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-23/pdf/2017-00999.pdf
42	Proposed Information Collection; Incidental Take of Marine Mammals during Specified Oil and Gas	MM	7	SP cleared 1/05/17	N/A	N/A	N/A	N/A	N/A	1/05/17; 2017-00462 to publish on 01-11-2017; public inspection on 01-10-2017	1/11/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-

	Industry Activities; 1018-0070 [FWS-R7-MM-2017-N002] Hope Grey, Ira Mills, Tina Campbell								08:45	11/pdf/2017-00462.pdf
41	Permit Applications (first applicant: Fred Phillips Consulting, Flagstaff, Arizona; southwestern willow flycatcher in California) [FWS-R2-ES-2017-N243] FR00002829 Stacey Stanford, Lawrence Olguin Due date? Why?	ES	2	SP edited, but more info will be added to notice and it will be reviewed again Will also need BP						
40	Endangered and Threatened Wildlife and Plants; Permit Applications (Ohio Department of Transportation, first) Carlita Payne [FWS-R3-ES-2016-N242] FR00002830	ES	3	12/28/16--recd for review; SP cleared with minor edits 12/29/16	N/A	N/A	N/A	N/A	12/29/16; 00663 to publish on 01-13-2017; public inspection on 01-12-2017 08:45 a.m.	1/13/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-13/pdf/2017-00663.pdf

39	U.S.-Russia Polar Bear Commission; Maintenance of Annual Taking Limit for the Alaska-Chukotka Polar Bear Population Charlie Hamilton, Patrick Lemons, Diane Bowen FR00002844 [FWS-R7-ES-2016-N241]	ES	7	12/27/16--recd for review; SP sent minor edits 12/29/16	Program sent package to CCU 1/31/17; to D 1/31/17					
38	Draft Environmental Assessment and Draft Habitat Conservation Plan for the Lalamilo Wind Farm Repowering Project, Island of Hawaii, HI John Nuss, Shelly Coleman [FWS-R1-ES-2016-N240] FR00002818	ES	1	12/27/16--recd for review; 12/29/16—SP sent minor comments (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
37	Draft Environmental Assessment and Draft Habitat Conservation Plan for the Pakini Nui	ES	1	12/27/16--recd for review; 12/29/16 – SP sent minor						

	Wind Farm, Hawaii Island, HI [FWS-R1-ES-2016-N239] John Nuss, Shelly Coleman FR00002824			edits (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
36	Receipt of Application for Incidental Take Permit; Low-Effect Habitat Conservation Plan for California Flats Solar Project Operations and Maintenance Activities, Monterey and San Luis Obispo Counties, California [FWS-R8-ES-2016-N235] Christopher J. Diel, Dan Cox FR00002825	ES	8	12/22/16--recd for review; SP cleared with edits 12/28/16; needs reclearance by new admin: ABHC-PPM needs briefing paper (draft new format) and PDF of signed notice (showing signature by hand)						
35	Receipt of Application for Renewal of Incidental Take	ES	8	12/29/16—SP sent review to program;						

	Permits; Interim Programmatic Habitat Conservation Plan for the Endangered Mount Hermon June Beetle and Ben Lomond Spineflower Low-effect Chad Mitcham, Jane Touth [FWS-R8-ES-2016-N236] FR00002817			needs reclearance by new admin (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
34	Low-Effect Habitat Conservation Plan for the Mount Hermon June Beetle, Santa Cruz County, California; Scotts Valley Middle School Christopher J. Diel, Chad Mitcham [FWS-R8-ES-2016-N237] FR00002816	ES 8		12/21/16--recd for review; sent minor edits 12/29/16; needs reclearance by new admin: ABHC-PPM needs briefing paper (draft new format) and PDF of signed notice (showing signature by hand)						

33	Receipt of recovery permit apps (first: Mesa Biological, LLC., Bakersfield, California) [FWS-R8-ES-2016-N234] Robert Krijgsman, Daniel Marquez	ES	8	SP reviewed 12/27/16	N/A	N/A	N/A	N/A	N/A	12/27/16; SP submitted e-file to OFR 1/05/17; 00285 to publish on 01-10-2017; public inspection on 01-09-2017 08:45	1/10/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-10/pdf/2017-00285.pdf
32	Wildlife Trafficking Advisory Council; Notice of meeting; Jan 17, 2017; DOI [FWS-HQ-IA-2016-N233] Cade London, Emily Porcari, Krista Bibb want publication ASAP FR00002823	IA	HQ	SP reviewed 12/27/16	N/A	N/A	N/A	N/A	N/A	12/27/16; 31997 scheduled to publish on 01-05-2017; public inspection on 01-04-2017 08:45	1/05/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-05/pdf/2016-31997.pdf
31	Receipt of permit application, draft environmental assessment, draft habitat conservation plan for Pacific Gas and Electric Company's San Francisco Bay Area Operations and	ES	8	12/27/16--SP sent edits (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)							

	Maintenance, request for comment; withdrawal of notice to prepare environmental impact statement [FWS-R8-ES-2016-N232] John Robles									
30	Permits; TE051826 Louisville Zoo and others [FWS-R6-ES-2016-N228] Kathy Konishi	ES	6	1/30/17—okayed notice but need signed pdf of notice and briefing paper						
29	Information Collection Request Sent to the Office of Management and Budget for Approval; Federal Fish and Wildlife Permits, Applications, and Reports— Native Endangered and Threatened Species [FWS-HQ-ES-2016-N227] FR00002845 Madonna Baucum Amy	ES	HQ	12/20/16-- SP sent edits/cleared	1/24/17	1/24/17	1/24/17	1/25/17	1/25/17	1/26/17—cleared; 02110 to publish on 01-31-2017; public inspection on 01-30-2017 08:45 https://www.gpo.gov/fdsys/pkg/FR-2017-01-31/pdf/2017-02110.pdf

	Bridendine Needs pub NLT Jan 31.									
28	Incidental Take Permit Application and Environmental Assessment for Commercial Mixed-Use Development; Miami-Dade County, FL Coral Reef Commons David Dell, Robert Tawes, Christine Willis, Ashleigh Blackford, ShirleyMorrow FR00002834 [FWS-R4-ES-2016-N223] Region want this to publish ASAP because of developer concerns	ES	5	12/15/16 --SP sent notice edits to R4	1/30/17 to CCU					
27	Notice of Proposed Settlement Agreement Under the Comprehensive Environmental Response, Compensation, and	ES	5	SW reviewing; SP sent notice comments 12/15/16; 12/28/16— recd; 12/29/16	12/29/16 – to CCU and D	1/03/17	1/03/17	1/03/17	1/03/17	1/05/17; 00416 to publish on 1-11-2017; public inspection on 1-10-2017 08:45 https://www.gpo.gov/fdsys/pkg/FR-2017-01-11/pdf/2017-00416.pdf

	Liability Act, the Oil Pollution Act, and the Clean Water Act / Sinclair refinery/Atlantic Richfield Co Superfund Site [FWS-R5-ES-2016-N222] Cindy Cooke, Amy Roe, Robin Heubel, Eleanor McVey FR00002813			cleared						
26	NOA: draft revised recovery plan for June sucker [FWS-R6-ES-2016-N218] Alex Kasdin, Seth Willey, Justin Shoemaker	ES	6	SP sent review 12/12/16 (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
25	Multistate Conservation Grant Program; Fiscal Year 2017 Priority List and Approval for Award of the Conservation Projects [FWS-HQ-MB-2016-	MB	HQ	12/07/16-- SP sent edits for notice, HLR, NTR, approval memo	12/22/16— with D (w/ Teresa Christopher per Nikki); 1/25/17— closed in					

	N215] John Stremple, Christy Vigfusson, Lori Bennett 064770				DTS					
24	Draft Barton Springs Edwards Aquifer Conservation District Habitat Conservation Plan (HCP) Draft Environmental Impact Statement (EIS); Barton Springs salamander and Austin blind salamander, Texas Luella Roberts, Denise Baker, Stacey Garcia [FWS-R2-ES-2016-0141] FR00002785	ES	2	12/06/16; cleared OS under previous admin but needs re-clearance (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)						
23	Environmental Assessment and Habitat Conservation Plan; Heart of Texas Wind Project; take of black-capped vireo; McCulloch County, Texas [FWS-R2-ES-	ES	R2	12/05/16 -- SP sent edits; 12/07/16-- SP rec'd rev and sent minor edits; recd 1/11/17; needs clearance by	1/30/17-- to CCU 1/31/17—to D					

	2016-N212] Jay Martini, Lawrence Olguin FR00002811 Needs to clear ASAP -- The applicant must break ground outside the black capped vireo's breeding season (March 15-August 31) per their conservation plan.			new admin-- via DTS, ABHC-PPM needs briefing paper (draft new format)							
22	Notice of Availability of Polar Bear Conservation Management Plan [Docket No. FWS-R7-ES-2014-0060] Charles Hamilton, Diane Bowen, Debby Crouse, Jenifer Kohout FR00002777	ES	7	11/16/16--SW reviewed; 12/12/16-- got SOL and went back to prog; rec'd 12/19/16	12/22/16 -- to CCU and D; 12/23/16- - SP sent SOL to add to pkg	12/27/16	12/27/16	12/28/16	12/28/16	12/30/16; 00127 to publish on 1-09-2017; public inspection on 1-06-2017 08:45	1/09/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-09/pdf/2017-00127.pdf
21	NOA for the Second Revised Draft Recovery Plan for the Giant Garter Snake Peter	ES	8	11/30/16--SP sent minor edits to notice; recd 1/12/17							

	Bjorn Erickson, April Evans [FWS-R8-ES-2016-N210] FR00002839 e-sig doc			but need sig pg; 1/17/17 – recd; needs clearance by new admin-- via DTS, ABHC-PPM needs briefing paper (draft new format)							
20	Draft Recovery Plan for the Pima Pineapple Cactus [FWS-R2-ES-2016-N203] Sarah Rinkevich FR00002808	ES	2	11/14/16--SP sent minor comments to program; needs reclearance by new admin-- via DTS, ABHC-PPM needs briefing paper (draft new format)							
19	Notice of Intent to Prepare a Draft Environmental Impact Statement for a	ES	2	11/07/16 -- SW sent minor edits;12/06/16	12/06/16-- to CCU	12/08/16	12/08/16	12/08/16	12/08/16	12/14/16; 01176 to publish on 01-19-2017; public inspection on 01-	1/19/17 https://www.gpo.gov/fdsys/pkg/FR

	Proposed Habitat Conservation Plan for the Endangered American Burying Beetle for American Electric Power in Oklahoma, Arkansas, and Texas [FWS-R2-ES-2016-N199] FR00002774 Luella Roberts			—rec'd in DTS						18-2017 08:45 a.m.	-2017-01-19/pdf/2017-01176.pdf
18	Trinity River Adaptive Management Working Group, Federal Advisory Committee Charter Renewal and Update; notice [FWS-R8-FHC-2016-N196] 064474 Krista Bibb	FHC	8	11/09/16 -- SW reviewed for Krista Bibb	11/15/16	11/21/16	11/21/16	11/21/16	11/21/16	PPM reviewed; FWS and DOI cleared; 2017-00983 to publish on 01-18-2017; public inspection on 01-17-2017 08:45 a.m.	1/18/17 https://www.fws.gov/policy/library/2017/2017-00983.pdf
17	Draft Recovery Plan for Noel's amphipod, Pecos assiminea Koster's springsnail, and Roswell springsnail [FWS-R2-ES-2016-	ES	2	Anissa reviewed 10/25/16 (now notice needs signed							

	N191] Julie McIntyre			pdf version, and BP, high-level reviewer list, and SOL)							
16	NOA: Marianas Trench Marine National Monument Northern Islands Submerged Lands Transfer to the Commonwealth of the Northern Mariana Islands; Finding of No Significant Impact for the Final Environmental Assessment [FWS–R1–R–2016–N167] FR00002762 Kay Kier-Haggenjos	R	1	10/24/16-- Sara routed to Div of Realty/Refuges	11/02/16 – to D	11/07/16	11/07/16	11/08/16	11/08/16	11/14/16; 00404 to publish on 01-11-2017; public inspection on 01-10-2017 08:45	1/11/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-11/pdf/2017-00404.pdf
15	Marine Mammals; Incidental Take during Specified Activities; Proposed Incidental Harassment Authorization; Elkhorn Slough TWP [FWS–	ES	8	SW reviewed 10/21/16; 12/20/16— rec'd updated docs but need name of SOL; rec'd	12/20/16 to CCU and D	12/21/16	12/21/16	12/21/16	12/21/16	12/28/16	1/19/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-19/pdf/2017-01271.pdf

	R8-ES-2016-N187] Lilian Carswell, Diane Bowen, Ashley Spratt, Loring Navarro, Angela Picco, April Evans, Cat Darst FR00002801										
14	Proposed Bakersfield Habitat Conservation Plan/Natural Community Conservation Plan, California; NOI/Scoping for Environmental Impact Statement [FWS-R8-ES-2016-N166] John Robles, April Evans FR00002778	ES	8	9/20/16--SP sent edits; 11/15/16 – rec'd	11/15/16-- to CCU and D Need to add PII statement; 12/5/16-- done	12/05/16	12/05/16	12/06/16	12/06/16	12/07/16; 00002 to publish on 01-06-2017; public inspection on 01-05-2017 08:45	1/06/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-06/pdf/2017-00002.pdf
13	Marine Mammal Protection Act; Stock Assessment Reports for the Southern Beaufort Sea and Chukchi-Bering Seas polar bear stocks [FWS-R7-ES-2016-N155] Craig	7	ES	9/07/16--SW sent edits to prog; surnamed 9/09/16; went to SOL and prog; 12/05/16--SW							

	Perham, Diane Bowen, C Hamilton FR00002782			surnamed for PPM; now to SOL and after to AES							
12	R3 notice of issuance of permit (first: State of Michigan, for Eastern massasauga rattlesnake) [FWS-R3-ES-2016- N147] Tom Magnuson	ES	3	8/22/16	N/A	N/A	N/A	N/A	N/A	8/22/16	
11	Issuance of ESA Permits (81689B, Leon Munyan)- FWS/R9, Div. of Mgmt. Authority FWS-HQ- IA-2016-0108	IA	HQ	8/23/16	N/A	N/A	N/A	N/A	N/A	8/23/16	8/26/16 https://www.fws.gov/policy/library/2016/2016-20554.pdf

10	<p>Notice of intent to implement annual hunting fees, annual fishing fees, and special permit fees; Clarks River National Wildlife Refuge, KY [FWS–R4–R–2016–N141] Phil LePelch, Garry Tucker, Kimberly Sykes</p>	R	4	<p>8/18/16--sent edits; 9/29/16-- sent minor edits (now notice needs signed pdf version, and BP, and SOL)</p>							
9	<p>Request for Permit Renewal (TE-174351-0) and a Proposed Renewed Draft Candidate Conservation Agreement with Assurances (dCCAA) for the Page springsnail and Draft Categorical Exclusion (dCatEx) submitted by the Arizona Game and Fish Department (AGFD). [FWS–R2–ES–2016–N137] Allison Arnold</p>	ES	2	<p>8/09/16-- SP gave minor comments (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)</p>							

8	Record of Decision for Final Environmental Impact Statement for Na Pua Makani Wind Energy Project, Oahu, HI FR00002678 [FWS-R1-IA-2016-N135] John Nuss, Shelly Coleman	IA	HQ	8/01/16; SP okayed notice (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)							
7	Arizona Electric Power Cooperative; Application for Enhancement of Survival Permit; Candidate Conservation Agreement with Assurances for the Sonoran Desert Tortoise, AZ [FWS-R2-ES-2016-N131] Allison Arnold	ES	2								

6	Chokecherry Sierra Madre DEIS comment period reopening [FWS-R6-ES-2016-N113] Louise Galihher, Clint Riley, Stephanie Potter, Anna Lundin, Catherine Storey, Laura Hillenbrand FR00002651	ES	6	Waiting for SOL name; Went to OFR/SP killed it; rec'd sol info	7/07/16 -- to CCU and D	7/08/16	7/08/16	7/08/16	7/08/16	7/12/16 Was FR notice released? No.	https://www.fws.gov/mountain-prairie/pressrel/2016/07152016_Comment-Period_Reopened-on-Eagle-Impacts-Environmental-Analysis-from-Proposed-WindEnergy-Project.php
5	Technical/Agency Draft Recovery Plan for Yellowcheek Darter [FWS-R4-ES-2016-N112] Kelly Bibb FR00002687	ES	4	SP sent edits 6/17/16; 6/24/16 -- looked at again; rec'd 8/11/16	8/22/16-- to CCU	8/22/16	8/23/16	8/23/16	8/24/16	9/06/16; Revisions planned by region, as of Jan. 2017 Will have to come all the way up again from PPM or program, plus new BP	

4	Interim Location Fee Schedule for Commercial Filming and Still Photography Permits [FWS-HQ-R-2016-N100] Phil LePelch	R	9	Sue sent edits 6/8/16 (now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)							
3	Hoopeston Wind Farm Draft Habitat Conservation Plan; Draft Environmental Assessment [FWS-R3-ES-2016-N094] FR00002840 Tom Magnuson Ideally should have published NLT Feb 1	ES	3	5/24/16--SP sent edits to Tom Magnuson; rereviewed 1/11/17; recd 1/13/17; recd new briefing paper 1/27/17	To CCU 1/27/17; to D 1/30/17	1/30/17	1/31/17	1/31/17	1/31/17		

2	<p>Draft Revised Recovery Plan for the Mariana Fruit Bat or Fanihi</p> <p>[FWS R1 ES 2015 N212] Grant</p> <p>Canterbury, Deborah Riley, Shelly Coleman</p> <p>FR00002425</p>	ES	1	<p>10/30/15 SP sent Qs/edits re. notice; w/ R1</p> <p>As of 1/04/17 – remove; ongoing discussions; will re-add later</p>							
1	<p>NOA of a Draft EIS for HCP for Commercial Developments, Including Energy Developments, and Agricultural and Conservation Activities within Six States</p> <p>[FWS R2 ES 2015 0127] Allison Arnold, L Olguin</p>	ES	2	<p>7/09/15--SP sent edits; 1/03/17 – A Arnold is working on getting an update, but this will still go forward</p> <p>(now notice needs signed pdf version, and BP, high-level reviewer list, and SOL)</p>							

**DOCUMENT CLEARANCE LOG
REFUGE CCP notices only**

No.	Title DTS DCN [Notice Tracking #] Contact person	R e g i o n	Date received in PPM/ any issues/ date cleared	Dates to and cleared by Refuges program	Date to FWS Dir's Office	Date cleared by FWS Dir's Office	Date to Dep Asst Sec for Fish and Wildlife and Parks	Date cleared by Deputy Asst Sec for Fish and Wildlife and Parks	Date to Exec Sec / Chief of Staff	Date cleared for program to send to Federal Register for publication	Pub Date and link to published doc
12	Silvio O. Conte National Fish and Wildlife Refuge; Record of Decision for Final Comprehensive Conservation Plan and Environmental Impact Statement [FWS-R5-R-2017- N001] FR00002836 Nancy McGarigal	5	1/10/17 -- SP sent edits; 1/18/17 -- recd	1/18/17 -- to Ross 1/31/17-- Notice needs new BP							
11	NOA for the final	6	Recd								

	CCP for the Rocky Mountain Arsenal NWR Bernardo Garza [FWS-R6-R-2016-N238]		notice for review 12/21/16; 12/29/16 – SP sent review 1/31/17-- Notice needs new BP and other docs							
10	San Diego National Wildlife Refuge, San Diego County, CA; NOA: final comprehensive conservation plan [FWS-R8-R-2016-N226] Mark Pelz	8	SP sent comments 12/16/16 (now notice needs signed pdf version, and BP, high-level reviewer list, and							

			SOL)								
9	Notice of Intent To Prepare a Comprehensive Conservation Plan / EIS for the National Bison Range, Moiese, Montana [FWS-R6-R-2016-N221] Brian Salem, Aaron Mize, Jillian Cohen FR00002805	6	SP reviewed notice 12/13/16	12/16/16 to Refuges; 12/22/16— with ANRS; 1/04/17 -- cleared Refuges	1/04/17	1/05/17 - - cleared D	1/05/17 - - to FW	1/05/17 -- cleared FW	1/06/17-- to Exec Sec	1/09/17; 00808 to publish on 01-18-2017; public inspection on 01-17-2017 08:45 a.m.	1/18/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-18/pdf/2017-00808.pdf
8	NOA for the Massasoit NWR draft CCP/EA [FWS-R5-R-2016-N217] Nancy McGarigal FR00002822	5	will be time sensitive when it comes; Went up to FW before inaug but needs to start with PPM with new BP								

7	Lower Klamath, Clear Lake, Tule Lake, Upper Klamath, and Bear Valley National Wildlife Refuges, Klamath County, OR; Siskiyou and Modoc Counties, CA; Comprehensive Conservation Plan and Record of Decision for Final Environmental Impact Statement [FWS-R8-R-2016-N204] Richard Smith, Mark Pelz FR00002828	8	11/15/16 - - SP sent minor comments on notice; recd 1/05/17 but sig page error; recd corrected page; Went as far as FW but has to re-start with new BP								
6	NOA: Cold Springs National Wildlife Refuge Draft Comprehensive Conservation Plan and Environmental Assessment (Umatilla County,	1									

	OR) [FWS-R1-R-2016-N178] Kay Kier-Haggenjos										
5	Little Sandy National Wildlife Refuge, Wood County, TX; Comprehensive Conservation Plan and Environmental Assessment FR00002770 [FWS-R2-R-2016-N168] Joseph Lujan, Annette Perez, Alice Montoya, Sharon Trotter	2	9/21/16 -- SP sent edits; recleared 11/22/16	11/22/16—to Refuges	11/28/16	11/28/16	11/29/16	11/30/16	11/30/16	12/01/16; 2017-01543 to publish on 01-24-2017; public inspection on 01-23-2017 08:45 a.m.	1/24/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-24/pdf/2017-01543.pdf

4	NOI for CCP for Charles M. Russell (CMR Satellites) Wetland Management District, Hailstone National Wildlife Refuge, Halfbreed Lake National Wildlife Refuge, Lake Mason National Wildlife Refuge and War Horse National Wildlife Refuge, Montana [FWS-R6-R-2016-N144] FR00002748 Danielle McClain, Toni Griffin, Betsy Matten	6	8/18/16-- sent edits; 11/08/16 - - SW sent edits for notice, but then the program said this is on hold, so (on 11/9/16); subsequently off hold and moved as high as FW, but it now must start through clearance again w/ new BP (1/31/17)								
---	--	---	---	--	--	--	--	--	--	--	--

3	Plum Tree Island NWR Draft CCP and EA NOA [FWS–R5–R–2016–N134] Nancy McGarigal, Meghan Powell, Wendy Ferriter, Lori Mendoza, Christine Eustis FR00002717	5	Rec'd 11/07/16; SP requested Word version of notice; rec'd for review 11/10/16	11/14/16 -- to Refuges; 11/18/16—cleared Refuges	11/18/16	11/25/16	11/25/16	11/28/16	11/28/16	12/01/16; scheduled for 1/12/17	1/12/17 https://www.gpo.gov/fdsys/pkg/FR-2017-01-12/pdf/2017-00314.pdf
2	NOA for Camas NWR, Jefferson County. ID; final CCP and FONSI for EA FR0002074 [FWS–R1–R–2014–N192] Nicole McCarthy, Kem So	1	SP reviewed 9/30/14; this went all the way to OS in old admin, but there is now an issue – when package comes through again, it								

			must have new BP added							
1	NOA of draft CCP/EA for Toppenish NWR, Yakima County, WA [FWS-R1-R-2013-N151] N McCarthy	1	7/02/13 -- # given; per McCarthy on 10/31/14, keep on log; 6/19/15-- keep on log, per region; 5/19/16— keep on log							

Some abbreviations:

ANRS Assistant Director, National Wildlife Refuge System

ANRS-DNRS Deputy Assistant Director, National Wildlife Refuge System

CPE Comment period end date

DAS-FWP Department of the Interior's Office of the Deputy Assistant Secretary for Fish and Wildlife and Parks

D U.S. Fish and Wildlife Service Director's Office

DTS DCN Data Tracking System Document Control Number; Number generated from DTS

EA Environmental Assessment

EIS Environmental Impact Statement

Exec Sec/Chief of Staff Office of the Executive Secretariat, Department of the Interior, and Office of the Chief of Staff, Department of the Interior

FW or **FWP** Department of the Interior's Office of the Deputy Assistant Secretary for Fish and Wildlife and Parks

hc Hard copy

HLR list of high level reviewers in originating region of any documents the notice is announcing (also called cover sheet)

IM information memorandum for the Secretary

NC No change

NWFR National Wildlife and Fish Refuge

NWR National Wildlife Refuge

PPM Division of Policy, Performance, and Management Programs, USFWS

R. River

RFC Request for Comments

ROA Receipt of Application(s)

RP Recovery Plan

SOL solicitor's surname

WMD wetland management district

N/A Not applicable; i.e., not required to go to this stop on clearance process



King, Jeff <jeff_king@fws.gov>

A grave mistake

1 message

Will Meeks <Will_Meeks@fws.gov>

Wed, Nov 2, 2016 at 1:19 PM

To: Jeff King <jeff_king@fws.gov>, Karen Shoemaker <karen_shoemaker@fws.gov>, Darren Thomas <darren_thomas@fws.gov>, Amy Lisk <amy_lisk@fws.gov>, Brent Woodger <brent_woodger@fws.gov>, Marlin McDonald <marlin_mcdonald@fws.gov>, Francis Cahoon <francis_cahoon@fws.gov>, Laura King <laura_king@fws.gov>
Cc: Maureen Gallagher <maureen_gallagher@fws.gov>, Mike Blenden <mike_blenden@fws.gov>

NBR Staff,

I'd like to apologize for the completely inadvertent mistake made by not including NBR in the document I sent yesterday. I can assure you it was a mistake. In fact, we also missed South Dakota refugees in one portion of the document as well.

I want to let you know this is not a lack of respect for the work you do or my previous commitments to staff.

I have asked Mike B. and Danielle (writer/editor) to make the corrections immediately so I can send out new pages that accurately reflects the NBR. I'll also address the error early in the call tomorrow.

Again, I apologize.

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)



King, Jeff <jeff_king@fws.gov>

Blue Goose Alliance Comments: NBR-CCP-NOI

1 message

William Reffalt <w.c.reffalt@comcast.net>

Mon, Feb 13, 2017 at 9:15 AM

To: Toni_Griffin@fws.gov, Jeff King <jeff_king@fws.gov>

Cc: Ron Fowler <rfowler@bluegoosealliance.org>, pdinerstein <pdinerstein@peer.org>

Toni and Jeff: Please find attached the comments of the Blue Goose Alliance responding to the FWS Notice of Intent published Jan. 18, 2017 in the Federal Register. I am also posting by regular mail today a signed copy of these comments that should reach each of you prior to the Feb. 18 deadline for comments. I urge you to read carefully and give full consideration to these constructive comments. I am available for questions if anything stated in the comments should require clarification. I do request that my name and content of these comments be treated strictly within privacy guidelines for Federal agencies. Please do not release these except as required under the rules of the Freedom of Information Act. I am copying this message and our comments to the Alliance's President, Mr. Ron Fowler, and to the attorney at Public Employees for Environmental Responsibility.

William C. Reffalt, Vice President, Blue Goose Alliance

**Final BGA NBR NOI-Scoping Comments.pdf**

458K



Mize, Aaron <aaron_mize@fws.gov>

could you take a look at this

2 messages

Bernie Petersen <bernie_petersen@fws.gov>
To: Aaron Mize <aaron_mize@fws.gov>

Tue, Jan 31, 2017 at 5:07 PM

Aaron,

Attached is a letter we received from the Blue Goose Alliance on the Bison Range NOI and what our path forward might be, given the Executive Orders coming out. I have drafted a quick response can you take a look and see if you agree with it? Will asked that I run this by you before I send it up.

Bernard J Petersen

Refuge Supervisor for Colorado, Montana, Utah, Wyoming

US Fish and Wildlife Service Region 6

National Wildlife Refuge System

303-236-4310 W

720-708-8026 Cell

2 attachments **065005 Blue Goose Alliance Request for Information regarding NBR.PDF**
426K **Blue Goose Alliance reply.docx**
13K

Mize, Aaron <aaron_mize@fws.gov>
To: Bernie Petersen <bernie_petersen@fws.gov>

Wed, Feb 1, 2017 at 8:43 AM

I agree with that. Looks good.

[Quoted text hidden]

—

Aaron Mize | Chief, Branch of Conservation Planning and Policy - National Wildlife Refuge System Headquarters - U.S. Fish and Wildlife Service
| Falls Church, Virginia | o: 703-358-2678 c: 575-520-9905

RECEIVED
4/30/17

Blue Goose Alliance
1050 Matador Dr. SE
Albuquerque, New Mexico 87123

January 26, 2017

Noreen Walsh, Regional Director
U.S. Fish and Wildlife Service
134 Union Boulevard, Lakewood, CO 80228

Re: *Effect of White House Freeze Memorandum of January 20, 2017, on the FWS NOI concerning the CCP process for National Bison Range.*

Noreen

Dear RD Walsh:

Given the freeze invoked by the White House on Departmental regulatory and other releases, including "Notices of Inquiry," the Blue Goose Alliance anticipates that the current Scoping effort by the Fish and Wildlife Service is in abeyance. Is that correct?

If it is correct what actions, if any, are being taken to obtain Departmental clearance to reinstate the Scoping process, and does FWS intend to issue a correction to the deadline date published in the January 18 Federal Register? Will a correction or notice of delay be published in the Federal Register?

As an interested party, the Blue Goose Alliance intends to participate fully and constructively in the Scoping and ensuing CCP/NEPA process related to the National Bison Range. Thus, we would sincerely appreciate being informed about the matters outlined above.

Sincerely,

Bill

William C. Reffalt, Vice President
Blue Goose Alliance

Dear Mr. Reffalt,

Thank you for your recent letter concerning the status of the Notice of Intent for the Comprehensive Conservation Plan for the National Bison Range. You are correct in your conclusion that the scoping process is currently on hold pending further guidance from the Department of Interior as it relates to the recent Executive Order signed by the President.

Once we receive further guidance from the Department we will notify interested parties of the plan to move forward. Until that time we are unable to speculate on the impacts to any particular project.

We appreciate the willingness of the Blue Goose Alliance to participate fully and constructively in the process of developing the Scoping for CCP for the National Bison Range. Again, once we have received further guidance from the Department we will notify interested parties of the path forward for this project.

Sincerely,

Noreen Walsh

Regional Director Region 6

U.S. Fish and Wildlife Service.



Mize, Aaron <aaron_mize@fws.gov>

Fwd: Approvals List 1/2 - 1/9

5 messages

Prigan, Sara <sara_prigan@fws.gov> Mon, Jan 9, 2017 at 2:02 PM
To: Ross Alliston <ross_alliston@fws.gov>, Brian Salem <brian_salem@fws.gov>, Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>
Cc: Anissa Craghead <Anissa_Craghead@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>

This cleared:

Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range; Moiese, Montana

Thank you,

*Sara Prigan
Division of Policy, Performance, and Management Programs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: BPHC
Falls Church, VA 22041-3808
Telephone: 703-358-2508*

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

From: **Craghead, Anissa** <anissa_craghead@fws.gov>
Date: Mon, Jan 9, 2017 at 1:50 PM
Subject: Fwd: Approvals List 1/2 - 1/9
To: Andy Devolder <andy_devolder@fws.gov>
Cc: Susan Wilkinson <susan_wilkinson@fws.gov>, Sara Prigan <sara_prigan@fws.gov>

Guess you heard fisher cleared, right?

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

From: **Feeney, Tim** <tim_feeney@ios.doi.gov>
Date: Mon, Jan 9, 2017 at 1:31 PM
Subject: Approvals List 1/2 - 1/9
To: federalregisterapprovals@ios.doi.gov

--

Tim Feeney
FOIA Policy Staff
Department of the Interior
Room 7316
(202) 208-6701

2 attachments

 **Notices_Aproved_01-09-112737.rtf**
17K

 **Regulatory_Documents_Aproved_01-09-112752.rtf**
6K

Aaron Mize <aaron_mize@fws.gov>

Mon, Jan 9, 2017 at 2:14 PM

To: "Prigan, Sara" <sara_prigan@fws.gov>, Carl Millegan <carl_millegan@fws.gov>, Will Meeks <will_meeks@fws.gov>
Cc: Ross Alliston <ross_alliston@fws.gov>, Brian Salem <brian_salem@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>, Anissa Craghead <Anissa_Craghead@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>, Shannon Smith <shannon_smith@fws.gov>, jeff_rupert@fws.gov

Carl,

As discussed, can you take the lead on hand delivering this to the Federal Register for publication? I would double check with Brian Salem and/or Will Meeks to appropriately time the requested publication date with their regional communication.

Let Jill or I know if we can help in anyway. Thank you!

Sent from my iPad

[Quoted text hidden]

<Notices_Aproved_01-09-112737.rtf>

<Regulatory_Documents_Aproved_01-09-112752.rtf>

Salem, Brian <brian_salem@fws.gov>

Mon, Jan 9, 2017 at 2:16 PM

To: Aaron Mize <aaron_mize@fws.gov>
Cc: "Prigan, Sara" <sara_prigan@fws.gov>, Carl Millegan <carl_millegan@fws.gov>, Will Meeks <will_meeks@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>, Anissa Craghead <Anissa_Craghead@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>, Shannon Smith <shannon_smith@fws.gov>, Jeff Rupert <jeff_rupert@fws.gov>

Thanks Aaron and Carl.

Carl, I will give you a quick call to discuss. Thanks again,

Brian

[Quoted text hidden]

Carl Millegan <carl_millegan@fws.gov>

Mon, Jan 9, 2017 at 2:22 PM

To: Aaron Mize <aaron_mize@fws.gov>
Cc: "Prigan, Sara" <sara_prigan@fws.gov>, Will Meeks <will_meeks@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, Brian Salem <brian_salem@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>, Anissa Craghead <Anissa_Craghead@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>, Shannon Smith <shannon_smith@fws.gov>, "jeff_rupert@fws.gov" <jeff_rupert@fws.gov>

Im good to take the lead in this. I checked on the package this morning in DTS and it was sitting wit Megan Apgar. I'll look again after Dan's send off.

Let me know anything I am need to know on this.

Thanks!

c

Sent from my iPhone

[Quoted text hidden]

Cohen, Jillian <jillian_cohen@fws.gov>

Mon, Jan 9, 2017 at 5:03 PM

To: Carl Millegan <carl_millegan@fws.gov>, Aaron Mize <aaron_mize@fws.gov>, Brian Salem <brian_salem@fws.gov>

Hi Carl!

Hopefully Brian got in touch with you on the details of this one. My 2 cents (and Brian may have said this as well) is to visit Sara or Anissa before you go to the FR. They have always been very gracious about looking things over for me to make sure I had all my I's dotted and T's crossed.

Not sure if you already have a cover letter drafted. If not, I have attached a copy of a cover letter I did for the oil and gas team this fall, if that helps.

Cheers,

Jill

[Quoted text hidden]

--

Jillian Cohen, Ph.D.

Conservation Policy Specialist

U.S. Fish and Wildlife Service

(703) 358-1764

5275 Leesburg Pike, Falls Church, VA 22041



O&G FEIS NOA certification letter.doc

26K



Mize, Aaron <aaron_mize@fws.gov>

Fwd: SCHEDULED: Document Number - 2017-00808

3 messages

Prigan, Sara <sara_prigan@fws.gov>

Wed, Jan 11, 2017 at 11:29 AM

To: Brian Salem <brian_salem@fws.gov>, Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>

Cc: Anissa Craghead <Anissa_Craghead@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>

NOI; NBR CCP/EIS [FWS-R6-R-2016-N221] Brian Salem, Aaron Mize, Jillian Cohen **FR00002805**

Your Federal Register document has been scheduled for publication. See publication information in the forwarded email message below.

If you have dates to be inserted in the DATES section of your document, see page 3 of the following pdf document for how to compute them:

<https://www.gpo.gov/fdsys/pkg/FR-2017-01-03/pdf/FR-2017-01-03-ReaderAids.pdf>

Thank you,

Sara Prigan
Division of Policy, Performance, and Management Programs
U.S. Fish and Wildlife Service
5275 Leesburg Pike, MS: BPHC
Falls Church, VA 22041-3808
Telephone: 703-358-2508

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

From: noreply@fedreg.gov

Attention : Fish and Wildlife Service FWS, (FWS) Fish and Wildlife Service

Document 2017-00808, Category NOTICES has been scheduled to publish on 01-18-2017.

This document will be placed on public inspection on 01-17-2017 08:45 a.m.

Billing Code: 4333-15

DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS-R6-R-2016-N221]; [FXRS1261060000-178- FF06R00000]

Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range, Moiese, Montana

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of intent; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and

....

Salem, Brian <brian_salem@fws.gov> Wed, Jan 11, 2017 at 12:16 PM
To: "Prigan, Sara" <sara_prigan@fws.gov>
Cc: Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>, Anissa Craghead <Anissa_Craghead@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>

This is great! Thank you all so much for all of your help!
[Quoted text hidden]

Aaron Mize <aaron_mize@fws.gov> Wed, Jan 11, 2017 at 2:48 PM
To: Will Meeks <will_meeks@fws.gov>

Sent from my iPad

Begin forwarded message:

From: "Prigan, Sara" <sara_prigan@fws.gov>
Date: January 11, 2017 at 11:29:36 AM EST
To: Brian Salem <brian_salem@fws.gov>, Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>
Cc: Anissa Craghead <Anissa_Craghead@fws.gov>, Ross Alliston <ross_alliston@fws.gov>, "Wilkinson, Susan" <susan_wilkinson@fws.gov>
Subject: Fwd: SCHEDULED: Document Number - 2017-00808

[Quoted text hidden]



King, Jeff <jeff_king@fws.gov>

NOI thought

1 message

King, Laura <laura_king@fws.gov>

Fri, Feb 3, 2017 at 10:57 AM

To: Will Meeks <will_meeks@fws.gov>, Bernie Petersen <bernie_petersen@fws.gov>, Jeff King <jeff_king@fws.gov>, Diane Emmons <diane_emmons@fws.gov>

I have one more suggestion related to the NOI. If the decision is made to let the NOI 'die', I would suggest that we immediately issue a news release stating that this NOI is being put on hold until further notice. If the public is not notified, individuals will continue to spend their time submitting comments. If it is decided that this NOI will not be used in the future for any other notifications (CCP or LEIS) then the public will be wasting their efforts preparing and submitting those comments. This could put a bad spin on any future proposals. I believe we can justify suspending this NOI based on a change in leadership and recent directives related to public notices.

If the decision is made to proceed, I would be happy to assist you with drafting this release, if needed.

Thanks,

Laura

Laura King, Refuge Program Specialist (Acting Visitor Services Manager)

National Bison Range

U.S. Fish and Wildlife Service

Moiese, MT 59824

phone, 406-644-2211, ext. 207

fax, 406-644-2661

Wildlife encounters enrich our personal lives and form the basis of our environmental ethics

Visit our website at http://www.fws.gov/refuge/national_bison_range/

AND check out the [National Bison Range on Facebook!!](#)



Smith, Shannon <shannon_smith@fws.gov>

NOI

1 message

Will Meeks <will_meeks@fws.gov>

Tue, Jan 24, 2017 at 5:03 PM

To: fwhq_cnwr_leadership_team@fws.gov

As discussed today. Maybe an update in Feb is warranted.

2 attachments

 **noname.txt**
1K

 **Bison NOI.pdf**
191K



King, Jeff <jeff_king@fws.gov>

RD call on Friday

5 messages

Jeff King <jeff_king@fws.gov>

Tue, Sep 13, 2016 at 3:33 PM

To: Will Meeks <will_meeks@fws.gov>, Mike Blenden <mike_blenden@fws.gov>

Will. Right now it looks like the only NBR staff that confirmed they will be available for the call is Dean, Amy and Darren. I might be able to call in but cell coverage from my cabin is fair at best. Is there new information to share with us or should we consider rescheduling? Let me know.

Thanks

jk

Sent from my iPhone

Will Meeks <will_meeks@fws.gov>

Wed, Sep 14, 2016 at 8:22 AM

To: Jeff King <jeff_king@fws.gov>

Cc: Mike Blenden <mike_blenden@fws.gov>

Jeff,

It's totally your call and I only wanted to be sure we continue to communicate with staff. With a showing of only a couple staff, it may be best to reschedule.

As far as an update, you already know the solicitor's schedule for response to the court (filing the answer) is 9/21/16. Other than that, I don't know much else.

Let me know your preference.

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)
[Quoted text hidden]

Jeff King <jeff_king@fws.gov>

Wed, Sep 14, 2016 at 8:46 AM

To: Will Meeks <will_meeks@fws.gov>

Cc: Mike Blenden <mike_blenden@fws.gov>

Will,

Thanks for the response. I recommend rescheduling and it might be best to wait until after roundup and we get through this bighorn sheep issue. We were buried before with preparing for roundup but this last couple of weeks of sheep mortality (11 so far) and conducting surveillance for dead or dying animals followed by collecting tissue and blood samples has been tough.

Thanks,

jk

Jeff King, Project Leader
National Bison Range Complex
58355 Bison Range Road
Moiese, Montana 59824
(406) 644-2211 ext. 204

[Quoted text hidden]

Will Meeks <will_meeks@fws.gov>
To: Jeff King <jeff_king@fws.gov>
Cc: Mike Blenden <mike_blenden@fws.gov>

Wed, Sep 14, 2016 at 8:49 AM

Will do.

I hear about the bighorns. Too bad.

Thanks to you and your staff for all of your hard work.

Have a good week (and weekend at the cabin).

Will Meeks
U.S. Fish and Wildlife Service
Mountain-Prairie Region
Assistant Regional Director
National Wildlife Refuge System
303-236-4303 (w)
720-541-0310 (c)

[Quoted text hidden]

Jeff King <jeff_king@fws.gov>
To: Karen Shoemaker <Karen_Shoemaker@fws.gov>, Amy Lisk <Amy_Lisk@fws.gov>, Dean Vaughan <Dean_Vaughan@fws.gov>, Laura King <Laura_King@fws.gov>, Darren Thomas <Darren_Thomas@fws.gov>, Brent Woodger <Brent_Woodger@fws.gov>, Marlin McDonald <Marlin_McDonald@fws.gov>, Francis Cahoon <Francis_Cahoon@fws.gov>

Wed, Sep 14, 2016 at 12:50 PM

Call on Friday cancelled. I will let you know if it is rescheduled.

Thanks,

jk

Jeff King, Project Leader
National Bison Range Complex
58355 Bison Range Road
Moiese, Montana 59824
(406) 644-2211 ext. 204

-----Original Message-----

From: Will Meeks [mailto:will_meeks@fws.gov]

[Quoted text hidden]



Smith, Shannon <shannon_smith@fws.gov>

Re: Bison Range

1 message

Aaron Mize <aaron_mize@fws.gov>

Sun, Mar 5, 2017 at 8:30 PM

To: Will Meeks <will_meeks@fws.gov>

Cc: "maureen_gallagher@fws.gov" <maureen_gallagher@fws.gov>, Shannon Smith <shannon_smith@fws.gov>

Thank you Will! Again, I apologize for the short turn around on this.

Sent from my iPad

> On Mar 5, 2017, at 8:20 PM, Will Meeks <will_meeks@fws.gov> wrote:

>

> Aaron,

>

> Here are some bullet points. Please put them into any form you'd
> like. I suspect Cynthia knows these well, as we discussed these with
> Zinke's staff a week ago.

>

> * There is a motion to stay the court case presently. The court gave
> us a 21 day stay which began last week. The stay was granted in order
> to brief the new administration.

>

> * Two counts in the case include,
> 1. Failure to complete a legislative NEPA, and
> 2. Failure to complete our CCP.

>

> * The NOI was published on 1/17/17. It stated we would commence a 30
> day scoping period to include in our CCP. Three alternatives were
> proposed in the NOI;

> 1. No Action,
> 2. Legislative transfer (preferred management alternative), and
> 3. Cooperative Agreements (i.e., Annual Funding Agreements).

>

> * Though not completed, our analysis indicates we received about
> 50-60 comments, most in opposition of transfer of the National Bison
> Range.

>

> * I will be back at HQ between 3/15-3/17 and available to discuss
> this further with the Secretary's staff.

>

> Will Meeks
> U.S. Fish and Wildlife Service
> Mountain-Prairie Region
> Assistant Regional Director
> National Wildlife Refuge System
> 303-236-4303 (w)
> 720-541-0310 (c)

>

>> On Mar 3, 2017, at 12:48 PM, Aaron Mize <aaron_mize@fws.gov> wrote:

>>

>> Will/Mo,

>>

>> Cynthia is attending the AFWA meeting next week. We want to provide
>> her with a short list of talking points, or briefing paper (for her
>> use only), just the facts:

>>

>> NOI for comment with preferred alternative....

>> Court Case...

>> Ongoing litigation...
>>
>> This is just incase something comes up, for her use only, not for
>> distribution. Could we get something by mid-day on Monday? I
>> apologize for the quick request and hope this isn't too much burden.
>> Let me know if it is or if I can help in anyway.
>>
>> Thanks and have a good weekend!
>>
>> Sent from my iPad



King, Jeff <jeff_king@fws.gov>

Realignment Meeting

9 messages

Neudecker, Greg <greg_neudecker@fws.gov>

Wed, Mar 23, 2016 at 11:33 AM

To: Rob Bundy <rob_bundy@fws.gov>, Jeff King <jeff_king@fws.gov>, Tom Reed <tom_reed@fws.gov>

Hey guys, just wondering if maybe it wouldn't be a good idea for the four of us to meet and discuss western MT and any collectively ideas we may all have about moving forward with Realignment?

I'm open next Monday, March 28th or April 4th-7th. If you all are up for a meeting and one of those days work, we would be happy to host at Upsata Lake which I think is a very central location (especially for me!)

Let me know and many thanks

Greg Neudecker
Montana Partners for Fish and Wildlife Program
Upsata Lake Office
P.O. Box 66
196 Lower Lake Side Lane
Ovando, MT 59854
(406) 793-7400
(406) 241-3108 cell
greg_neudecker@fws.gov

Rob Bundy <rob_bundy@fws.gov>

Wed, Mar 23, 2016 at 12:07 PM

To: "Neudecker, Greg" <greg_neudecker@fws.gov>

Cc: Jeff King <jeff_king@fws.gov>, Tom Reed <tom_reed@fws.gov>

Hey Greg,

I could make it the 28th, 4th, or 5th.

Rob

Sent from my iPhone

[Quoted text hidden]

Jeff King <jeff_king@fws.gov>

Wed, Mar 23, 2016 at 12:22 PM

To: Rob Bundy <rob_bundy@fws.gov>, Greg Neudecker <greg_neudecker@fws.gov>

Cc: Tom Reed <tom_reed@fws.gov>

I can't do the week of the 28th, but maybe the week of the 4th.

Thanks,

jk

Jeff King, Project Leader

National Bison Range Complex

58355 Bison Range Road

Moiese, Montana 59824

(406) 644-2211 ext. 204

From: Rob Bundy [mailto:rob_bundy@fws.gov]
Sent: Wednesday, March 23, 2016 12:08 PM
To: Neudecker, Greg
Cc: Jeff King; Tom Reed
Subject: Re: Realignment Meeting

[Quoted text hidden]

Reed, Tom <tom_reed@fws.gov>
To: Jeff King <jeff_king@fws.gov>
Cc: Rob Bundy <rob_bundy@fws.gov>, Greg Neudecker <greg_neudecker@fws.gov>

Wed, Mar 23, 2016 at 2:16 PM

I'm hosting biologists from a number of stations focused on submergent aquatic vegetation monitoring on April 5 and 6. The 4th, 7th, or 8th would work.

[Quoted text hidden]

--

Tom Reed
Project Leader
Lee Metcalf National Wildlife Refuge
4567 Wildfowl Lane
Stevensville, MT 59870
(406) 777-5552

Neudecker, Greg <greg_neudecker@fws.gov>
To: "Reed, Tom" <tom_reed@fws.gov>
Cc: Jeff King <jeff_king@fws.gov>, Rob Bundy <rob_bundy@fws.gov>

Wed, Mar 23, 2016 at 3:28 PM

OK, lets plan on the 5th, at Upsata Lake at 10:00 am. Bring a lunch. Thanks and yell if you need directions.

Many thanks

Greg Neudecker
Montana Partners for Fish and Wildlife Program
Upsata Lake Office
P.O. Box 66
196 Lower Lake Side Lane
Ovando, MT 59854
(406) 793-7400
(406) 241-3108 cell
greg_neudecker@fws.gov

[Quoted text hidden]

Neudecker, Greg <greg_neudecker@fws.gov>
To: "Reed, Tom" <tom_reed@fws.gov>
Cc: Jeff King <jeff_king@fws.gov>, Rob Bundy <rob_bundy@fws.gov>

Tue, Mar 29, 2016 at 10:06 AM

Thanks for the catch Rob, and sorry Tom, I misread the email. Does Monday the 4th work for all of you? Sorry about that!!!

Greg Neudecker
Montana Partners for Fish and Wildlife Program
Upsata Lake Office
P.O. Box 66
196 Lower Lake Side Lane
Ovando, MT 59854
(406) 793-7400
(406) 241-3108 cell
greg_neudecker@fws.gov

[Quoted text hidden]

Rob Bundy <rob_bundy@fws.gov>
To: "Neudecker, Greg" <greg_neudecker@fws.gov>
Cc: "Reed, Tom" <tom_reed@fws.gov>, Jeff King <jeff_king@fws.gov>

Tue, Mar 29, 2016 at 10:16 AM

I can make it work.

Rob

Sent from my iPhone

[Quoted text hidden]

Jeff King <jeff_king@fws.gov>
To: "Neudecker, Greg" <greg_neudecker@fws.gov>
Cc: "Reed, Tom" <tom_reed@fws.gov>, Rob Bundy <rob_bundy@fws.gov>

Tue, Mar 29, 2016 at 10:18 AM

Greg. I think so. My schedule next week is dependent on the bighorn sheep translocation to Washington state. We started today and hopefully will be transporting animals on Friday but maybe Monday. I will know more by Thursday and can let you know.

Thanks

jk

Sent from my iPhone

[Quoted text hidden]

Neudecker, Greg <greg_neudecker@fws.gov>
To: Jeff King <jeff_king@fws.gov>
Cc: "Reed, Tom" <tom_reed@fws.gov>, Rob Bundy <rob_bundy@fws.gov>

Tue, Mar 29, 2016 at 10:21 AM

OK thanks, good luck

Greg Neudecker
Montana Partners for Fish and Wildlife Program
Upsata Lake Office
P.O. Box 66
196 Lower Lake Side Lane
Ovando, MT 59854
(406) 793-7400
(406) 241-3108 cell
greg_neudecker@fws.gov

[Quoted text hidden]



King, Jeff <jeff_king@fws.gov>

Region 6 Realignment Framework

1 message

Will Meeks <Will_Meeks@fws.gov>

Tue, Nov 1, 2016 at 3:40 PM

To: FW6 Refuge Employees <fw6_refuge_employees@fws.gov>

Region 6 NWRS Employees -

Thanks to the hard work and dedication of many employees in the Region 6 NWRS program, we have reached a key milestone in our realignment effort - the development of a staffing framework to help us reach our vision. Project Leaders and others have worked hard to develop the framework and I appreciate their thoughtfulness and forward looking approach.

Before I explain anything about the framework, I want to discuss a few other things. I know the past three years have been very difficult. When I accepted the position, I never thought we would be talking about sequestration, hiring freezes, government shutdowns, and budget declines. The truth is, in my career, I have never seen such times. In fact, when I was reassigned to the Devils Lake WMD Complex it was a result of a "biologist on every refuge" initiative. Times have changed dramatically over the last 20 years. This reality requires we take a new approach in managing refuge resources in the region. I'm very confident we are prepared to meet these challenges and the framework successfully aligns us to accomplish that.

The other thing I want to mention is employee morale. A meeting with your peers and colleagues does not go by without mention of employee morale. It has been expressed to me that it's the lowest some employees have ever seen. This disturbs and bothers me a great deal. I'm sure there are times when it doesn't feel like our "employees are our greatest asset," but that truly is my expectation and goal. I can assure you the intent of leadership (field, regional, and national) is we do care about our employees as individuals. I will do everything I can to strike a balance that demonstrates this to be true. I have always enjoyed the feeling I get by helping staff find their first permanent job or get a promotion. That fuels one of my core values – helping others. I will continue to do that throughout any realignment effort and ask all of us to take care of one another.

I look forward to a conversation with you all on the 3rd. Please take a look at the document and think about questions you may have for the call. I know there will be some that will not like the decisions presented in the framework, which is iterative by its very nature. However, it aligns us to focus on our highest priority needs in a sustainable manner. The implementation of the plan will require us to be disciplined and say "no" to a lot of things. That is alright and we will work together to have that dialogue. Below is a rough outline of the framework and the planned call on Thursday.

As always, thank you for your hard work and dedication to the National Wildlife Refuge System.

Sincerely,

Will

Organization of the Staffing Framework

This document contains two main sections – an office-by-office staffing framework and descriptions of the common personnel functions in Region 6 necessary to meet future skillsets. The staffing framework has three sub-sections – Prairie Zone, Mountain Zone, and Regional Office. The descriptions of the common personnel functions in Region 6 are listed alphabetically.

All-employee Call on November 3rd

We will have a call on Thursday, November 3, from 8:00 am - 12:00 pm (MT) to discuss the Region 6 NWRS realignment in the context of other efforts throughout the country. Cynthia Martinez will join us to provide her perspective, as will NWRS leaders from other regions. There will also be time for questions and discussion on the call.

Questions/Concerns

If you have questions and/or comments, please talk with your project leader, call anyone on the Refuge Management Team or Guiding Team, or submit an anonymous email at fw6_refugesfuture@fws.gov.

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)



R6 StaffingFramework.pdf

2643K



King, Jeff <jeff_king@fws.gov>

Updated pages

1 message

Will Meeks <Will_Meeks@fws.gov>

Wed, Nov 2, 2016 at 4:28 PM

To: FW6 Refuge Employees <fw6_refuge_employees@fws.gov>

All –

I want to bring to your attention a mistake in the previous version of the Realignment framework I shared yesterday. We inadvertently did not list National Bison Range as part of the current Western MT Complex or Mountain Zone. This was a critical mistake and this email aims to fix that. Please consider these three pages replacements for pages 38, 48, and 49 in the document.

While we update the plan, we will provide electronic copies of changes in the future.

Have a good evening.

Will Meeks

U.S. Fish and Wildlife Service

Mountain Prairie Region

Assistant Regional Director

National Wildlife Refuge System

303-236-4303 (w)

720-541-0310 (c)

**R6_Staffing_ChangePages.pdf**

214K

From: [Noreen Walsh](#)
To: [Will Meeks](#); [Maureen Gallagher](#)
Cc: [Matt Hogan \(matt_hogan@fws.gov\)](#)
Subject: FW: NRDC endorsement
Date: Thursday, September 22, 2016 4:40:00 PM
Attachments: [NRDC endorsement of restoring NBR to CSKT.pdf](#)

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: George Waters [mailto:george@georgewaters.com]
Sent: Thursday, September 22, 2016 4:30 PM
To: jim_kurth@fws.gov; roslyn_sellars@fws.gov; scott_aikin@fws.gov; matt_hogan@fws.gov; stephanie_potter@fws.gov; megan_reed@fws.gov; ann.navaro@sol.doi.gov; stephen_guertin@fws.gov; cynthia_martinez@fws.gov; noreen_walsh@fws.gov; shaun_sanchez@fws.gov; Dan Ashe; 'Roth, Barry'; 'Hilary Tompkins'
Cc: brian.upton@cskt.org
Subject: NRDC endorsement

Folks – Thought you might find the attached letter from the Natural Resources Defense Council supporting enactment of the National Bison Range Restoration Act of 2016 of interest. NRDC did a great job explaining how this is entirely distinguishable from privatization or transferring federal lands to the states.

The signature on the letter is a little difficult to read but it is Matt Skoglund, the Director of NRDC's Northern Rockies Office. They gave it to us during a meeting there this afternoon.

Thanks!

*George Waters, President
George Waters Consulting Service
505 Capitol Court., NE
Suite 200
Washington, DC 20002
(202) 544-3044
(202) 544-3155 fax
george@georgewaters.com*

From: [Noreen Walsh](#)
To: [Anna Munoz \(anna_munoz@fws.gov\)](#)
Cc: [Matt Hogan \(matt_hogan@fws.gov\)](#)
Subject: FW: NRDC endorsement
Date: Thursday, September 22, 2016 4:41:00 PM
Attachments: [NRDC endorsement of restoring NBR to CSKT.pdf](#)

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: George Waters [mailto:george@georgewaters.com]
Sent: Thursday, September 22, 2016 4:30 PM
To: jim_kurth@fws.gov; roslyn_sellars@fws.gov; scott_aikin@fws.gov; matt_hogan@fws.gov; stephanie_potter@fws.gov; megan_reed@fws.gov; ann.navaro@sol.doi.gov; stephen_guertin@fws.gov; cynthia_martinez@fws.gov; noreen_walsh@fws.gov; shaun_sanchez@fws.gov; Dan Ashe; 'Roth, Barry'; 'Hilary Tompkins'
Cc: brian.upton@cskt.org
Subject: NRDC endorsement

Folks – Thought you might find the attached letter from the Natural Resources Defense Council supporting enactment of the National Bison Range Restoration Act of 2016 of interest. NRDC did a great job explaining how this is entirely distinguishable from privatization or transferring federal lands to the states.

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Thanks!

*George Waters, President
George Waters Consulting Service
505 Capitol Court., NE
Suite 200
Washington, DC 20002
(202) 544-3044
(202) 544-3155 fax
george@georgewaters.com*



REGION 6 Refuge Program Realignment Decisions

Will Meeks, Refuge Chief

will_meeks@fws.gov

(303) 236-4303

Maureen Gallagher, Deputy Refuge Chief

maureen_gallagher@fws.gov

(303) 236-4792



fw6_RefugesFuture@fws.gov

bit.ly/1RefugesFuture

KEY DECISION:

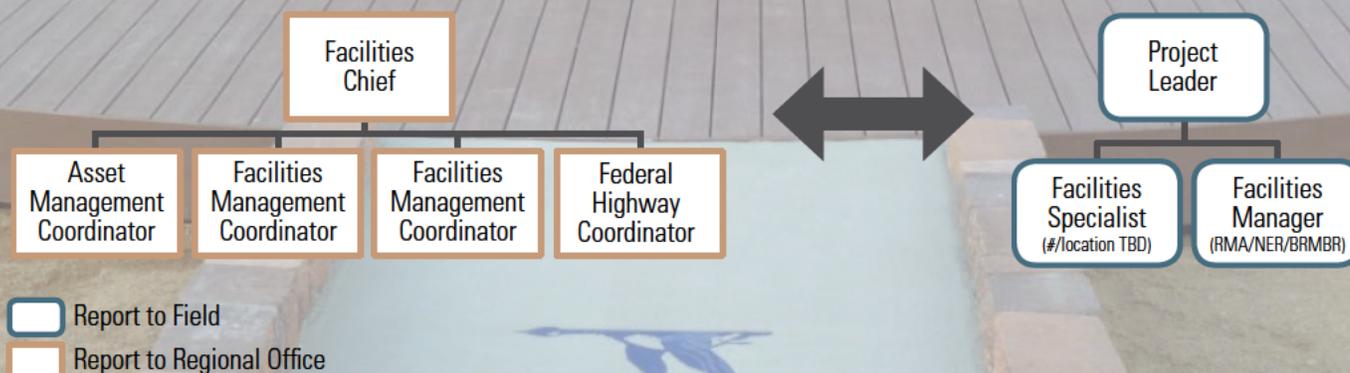


Facilities Specialists

We will develop a Facilities Specialist position description designed to serve the needs of multiple field stations.

WHY?

We will create efficiency and improve the quality of our fleet and facilities management with highly trained dedicated positions that serve multiple field stations. Project Leaders (PL), Deputy PLs and Station Managers will be relieved from the day-to-day management of fleet and facilities. This decision also provides a broader career pathway for our employees, particularly those in the wage grade series.



REFUGE PRIORITIES



Roles and Responsibilities

The position will report directly to one of the Project Leaders in the facilities consortium. Responsibilities are:

- maintain all databases associated with the stations within the consortium,
- complete Real Property Inventory to include FBMS and SAMMS,
- conduct Annual Condition Assessments,
- coordinate with Regional FMC,
- maintain and coordinate repairs/modifications to Refuge facilities,
- serve as Contracting Officer's Representative (COR) or site representative on all contracted construction,
- coordinate with Federal Highway and station management for Route ID, and
- serve as Trail Master, Temporary Housing Coordinator and Fleet Utilization Coordinator.

Timeline

A position description is currently being classified. We will pilot this concept with a single position to be filled in Huron, SD reporting directly to the Facilities Chief during the two-year pilot period. The position will then transfer to the designated Project Leader.

During the pilot period we will evaluate the effectiveness of the position and monitor workload to determine the appropriate number of stations to be serviced by the position and refine performance metrics in preparation for hiring a number of positions around the region.

KEY DECISION:



Easement Specialists

We will create Easement Specialist position descriptions (GS 485 series) to focus a portion of our workforce on conservation easement management across the region.

WHY?

Conservation easements help us meet our mission and will be the principal tool in meeting three of our refuge program priorities.

REFUGE PRIORITIES



Roles and Responsibilities

The majority of administrative work, site visits, identification of new opportunities, and working with landowners will be done by Easement Specialists. These specialists have the policy expertise, land management knowledge, and people skills necessary to successfully work with landowners to manage these areas and reduce the need for law enforcement. These positions will be responsible for working closely with Realty, Law Enforcement and Partners for Fish and Wildlife.

Timeline

Two new position descriptions will be developed, an Easement Specialist and Easement Specialist Trainee.

The Prairie Zone Supervisor will build a team of field personnel within six months to develop these position descriptions. We anticipate being ready to hire these positions in 18 - 24 months.

KEY DECISION:



Station Manager Positions

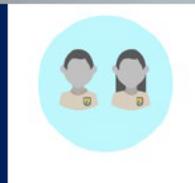
We will develop a cadre of Station Manager position descriptions to reflect expertise in each of the following: Wildlife Refuge Specialist, Easement Specialist, Biologist, and Park Ranger. These positions will be at stations that require minimal management and are ecologically sustainable.

WHY?

We can efficiently address the priorities of smaller, minimally managed stations with a Station Manager that has specific expertise. Not all stations require the same type of resource management. By diversifying the job series for Station Managers, we can attract candidates with more varied educational and work experience backgrounds.



REFUGE PRIORITIES



Roles and Responsibilities

Station Managers are the lead employee at a station, often reporting to a Project Leader at another station (not necessarily complexed). All of the Station Manager position descriptions will have a common core of managerial responsibilities and also prepare the employee for the next step in their career as a manager.

Timeline

We anticipate the position descriptions to be classified and ready for use in 24 - 30 months.

KEY DECISION:

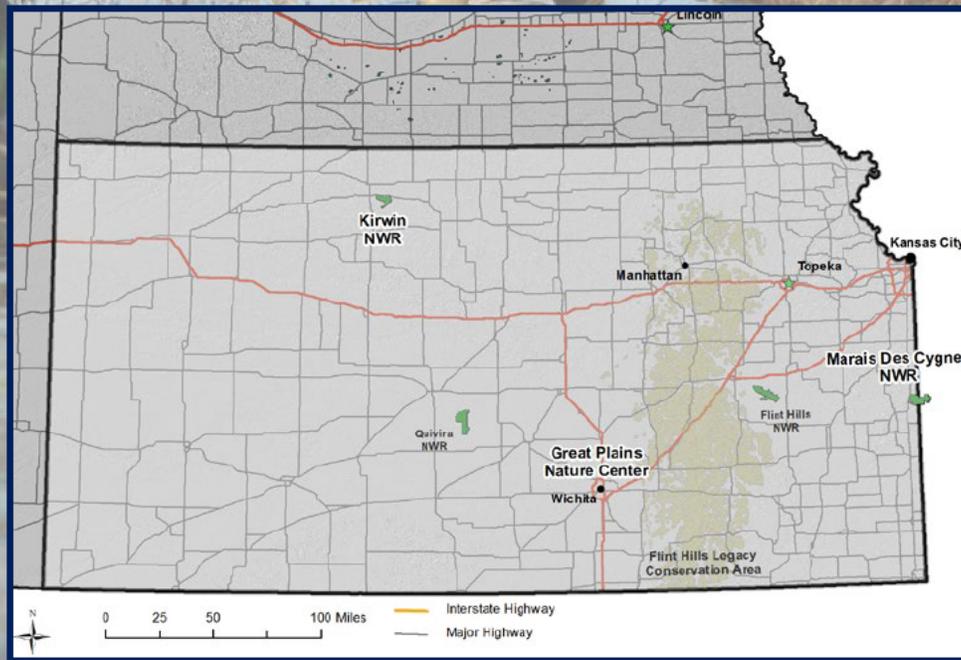


Kansas Urban Refuge Collaborative

We will create the Kansas Urban Refuge (KUR) Collaborative, comprised of Marais de Cygnes National Wildlife Refuge (NWR), Kirwin NWR and The Great Plains Nature Center. This project will provide a visitation hub for the region.

WHY?

The greatest impact we can make to the National Wildlife Refuge System in this area is to focus our resources on effectively engaging the public. We want to draw visitors from the Kansas City metropolitan area to the refuges in the region.



REFUGE PRIORITIES



Roles and Responsibilities

The KUR Collaborative will be managed from the Marais de Cygnes NWR, with the Project Leader position serving in a role similar to a National Park Service Superintendent.

A staff of visitor services positions will be distributed across the three stations, working closely with the Urban Coordinator and zone Visitor Services Manager. This team will also provide support to other stations in Kansas and the Rainwater Basin WMD.

Habitat/species management for the KUR stations will be supported through cooperative efforts from Quivira NWR, Flint Hills NWR, and the Rainwater Basin WMD.

Timeline

We anticipate that it will take 24 - 30 months to realign this part of the program.

KEY DECISION:

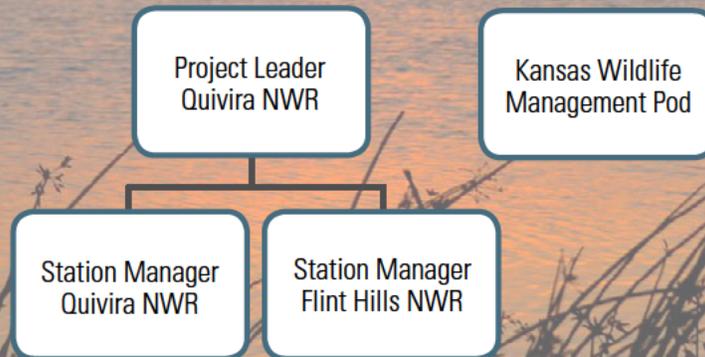


Kansas Waterfowl Collaborative

We will create the Kansas Waterfowl Collaborative, managed under a single Project Leader at Quivira NWR. This Collaborative will provide resource management support to all of the NWRs in Kansas.

WHY?

Quivira and Flint Hills NWR are both heavily managed refuges in highly altered landscapes. It is important to maintain these investments and activities to support waterfowl populations migrating through the Rainwater Basin to the Prairie Pothole Region. By advancing and maintaining a highly skilled shared staff at these stations, we can create efficiency of operation for all Kansas refuges.



- Report to Field
- Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

A Project Leader stationed at Quivira NWR will oversee the operations and management of Quivira and Flint Hills NWRs. A Station Manager will be the lead at Flint Hills NWR reporting to the Project Leader.

The Project Leader is responsible for building a team to develop a conceptual model and pilot a pod concept for land management across Kansas. All budget and organization codes for these stations will remain independent.

Timeline

We anticipate it will take 24 - 30 months to implement a pilot pod and develop a Station Manager position description.

KEY DECISION:



Flint Hills Legacy Conservation Area

We will build the Flint Hills Legacy Conservation Area (FHLCA) into a stand-alone field station.

WHY?

We want to maintain the integrity of tallgrass habitat, stream water quality, and the rich agricultural heritage of the Flint Hills in eastern Kansas. We have the opportunity in the next 20 years to conserve the grassland habitat and ranching heritage through our easement program. By building community relationships and starting to acquire conservation easements, we will expand our conservation legacy.

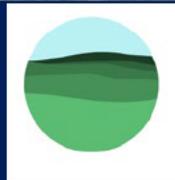
Partners for Fish and Wildlife Biologist

Station Manager (Easement Specialist)

Realty Specialist

-  Report to Field
-  Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

The three positions will work together toward a common goal and measurable objectives, but none will have supervisory authority over the others. The Station Manager will be the lead for the Conservation Area. An independent budget and organization code will be developed for the station.

This is one of only two Station Managers that will report directly to the Refuge Supervisor.

Timeline

We anticipate it will take 24 - 30 months to finalize position descriptions and fill these positions.

KEY DECISION:

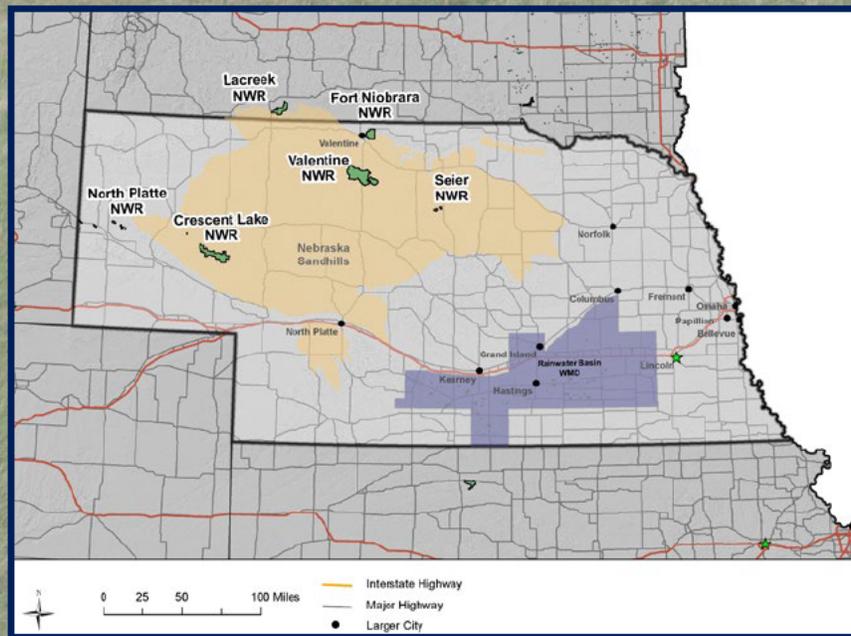


Sandhills Refuge Collaborative

We will create the Sandhills Refuge Collaborative by combining the management of Valentine, Fort Niobrara, Lacreek, Crescent Lake and North Platte NWRs under one Project Leader.

WHY?

We are strengthening our commitment to maintaining the ranching heritage of the Nebraska sandhills landscape, one of the few intact landscapes able to support traditional uses of the land, by increasing our focus on community-based conservation connections.



Roles and Responsibilities

A Project Leader, stationed at Fort Niobrara NWR, will collectively manage the Sandhills Refuge Collaborative with Station Managers located at Lacreek, Valentine, Crescent Lake, and Fort Niobrara NWRs. The Project Leader, Station Managers, and the Nebraska Partners for Fish and Wildlife State Coordinator will develop avenues for cooperative community-based conservation. This effort will focus on landscape level opportunities both on and off refuge lands via partnerships. All budget and organization codes for these stations will remain independent.

Timeline

In order to develop the collaborative engagement with the community, we anticipate it will take 24 - 36 months to complete this portion of the realignment.

KEY DECISION:



Northern Great Plains WMD

We will create the Northern Great Plains (NGP) Wetland Management District (WMD) by managing Medicine Lake NWR/ Northeast Montana WMD, Bowdoin NWR/ WMD, Hewitt Lake, Black Coulee, Lake Thibadeau, and Creedman Coulee NWRs under one Project Leader stationed at Bowdoin NWR.

WHY?

We have data and data analysis completed to direct our resources to Montana. The Bowdoin WMD has the highest potential in the state of Montana to reach our goals, making it the focus of our efforts. We will orient our resources toward the prairie pothole and sage steppe landscapes.



- Report to Field
- Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

A single Project Leader will manage the NGP WMD with a shared budget and organization code. Station Managers will supervise land management at the WMDs focusing on the highest priority species and easement acquisition and management.

Timeline

The creation of this WMD has been in progress for several months and we anticipate it to be completed in six months.

KEY DECISION:



Western Montana Complex

We will create the Western Montana Complex to provide management support to Benton Lake NWR/WMD; Lee Metcalf, Lost Trail, Ninepipe, Pablo, and Swan River NWRs; and Swan Lake, Blackfoot Valley and Rocky Mountain Front Conservation Areas.

WHY?

We are directing our resources to stations that support our highest priorities. Several of these stations will seek opportunities to cooperatively manage with state, federal, non-governmental partners or neighboring landowners.

REFUGE PRIORITIES



Roles and Responsibilities

The Western Montana Complex will be managed under one Project Leader with station managers reporting to the Project Leader from Benton Lake WMD and Lee Metcalf NWR.

An entry level manager will be stationed at Creston National Fish Hatchery (NFH) to assist with management at Lost Trail NWR and the Conservation Areas in the Crown of the Continent. We will seek cooperative management opportunities at Lee Metcalf, Lost Trail, Ninepipe, and Pablo NWRs.

Timeline

We anticipate transition to station managers at Benton Lake WMD and Lee Metcalf in 18 - 24 months.

We estimate 60 months to develop cooperative management agreements and to place an entry level manager at Creston NFH.

KEY DECISION:



Bear River Watershed Conservation Area

We will build the Bear River Watershed Conservation Area (BRWCA) into a stand-alone field station.

WHY?

We will focus the Partners for Fish and Wildlife program and Realty acquisition efforts on important habitat within the BRWCA. We have the opportunity in the next 20 years to conserve habitat critical to maintain the watershed of the Bear River Migratory Bird Refuge through our easement program. By building community relationships and starting to acquire conservation easements, we will expand our conservation legacy.

Partners for Fish and Wildlife Biologist

Station Manager (Easement Specialist)

Realty Specialist

-  Report to Field
-  Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

The three positions will work together toward a common goal and measurable objectives, but none will have supervisory authority over the others. The Station Manager will be the lead for the Conservation Area. An independent budget and organization code will be developed for the station.

The Station Manager will work closely with the Project Leader at the Bear River Migratory Bird Refuge to achieve common goals and objectives.

This is one of only two Station Managers that will report directly to the Refuge Supervisor.

Timeline

We anticipate it will take 24 - 30 months to finalize position descriptions and fill these positions.

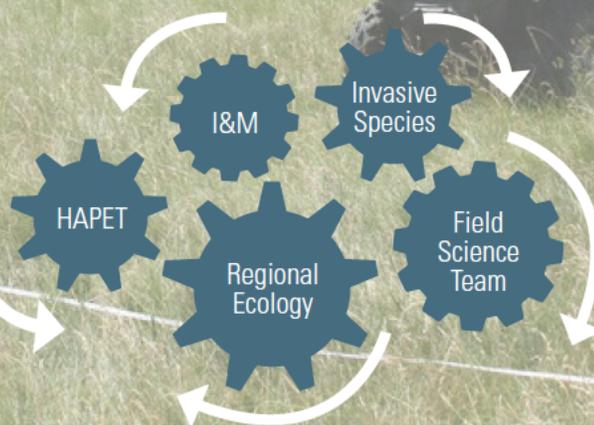
KEY DECISION: Science Function



The science function will be fully implemented with three major components. The Division of Scientific Resources consists of three branches; Inventory and Monitoring, Invasive Species and Regional Ecology, which will work closely with the HAPET Refuge Field Science Team lead by senior biologists.

WHY?

Science is the backbone of our organization and we have a wide variety of scientific needs as outlined by the Project Leaders. To use our science as effectively as possible, we will focus our efforts on completing Habitat Management Plans (HMPs) to achieve ecological sustainability at our stations.



REFUGE PRIORITIES



Roles and Responsibilities

- The Field Science Team, consisting of senior scientists at field stations, leads Habitat Management Plan (HMP) development and monitoring implementation.
- Regional Ecological Program supports CCP revisions, HMP development & review, and provides decision support for complex biological-political issues, and local-scaled spatial analysis.
- Inventory and Monitoring (I&M) biologists complete quantitative ecology and decision analysis, data management and Inventory and Monitoring Plan (IMP) development.
- HAPET develops landscape decision tools and spatial data management and analysis.
- Invasive Species coordinates and implements control measures through strike teams.
- Seasonal field support collects data.

I&M and the Invasive Species program will report to the Division of Scientific Resources. The Field Science Team and seasonal field support will report to staff in the field. Completion of HMPs and IMPs will be the highest priority for the biological program.

Timeline

We anticipate HMPs will be completed for all staffed stations in five years.

KEY DECISION:



Division of Incident Command

We will create a Division of Incident Command (IC) to include law enforcement, fire, and emergency management services.

WHY?

We will streamline communications and operations through an incident command structure. This will improve the quality and timing of our response to large incidents which are growing in frequency and complexity. Streamlining necessary training will save money, improve efficiencies, and allow us to put more boots on the ground.

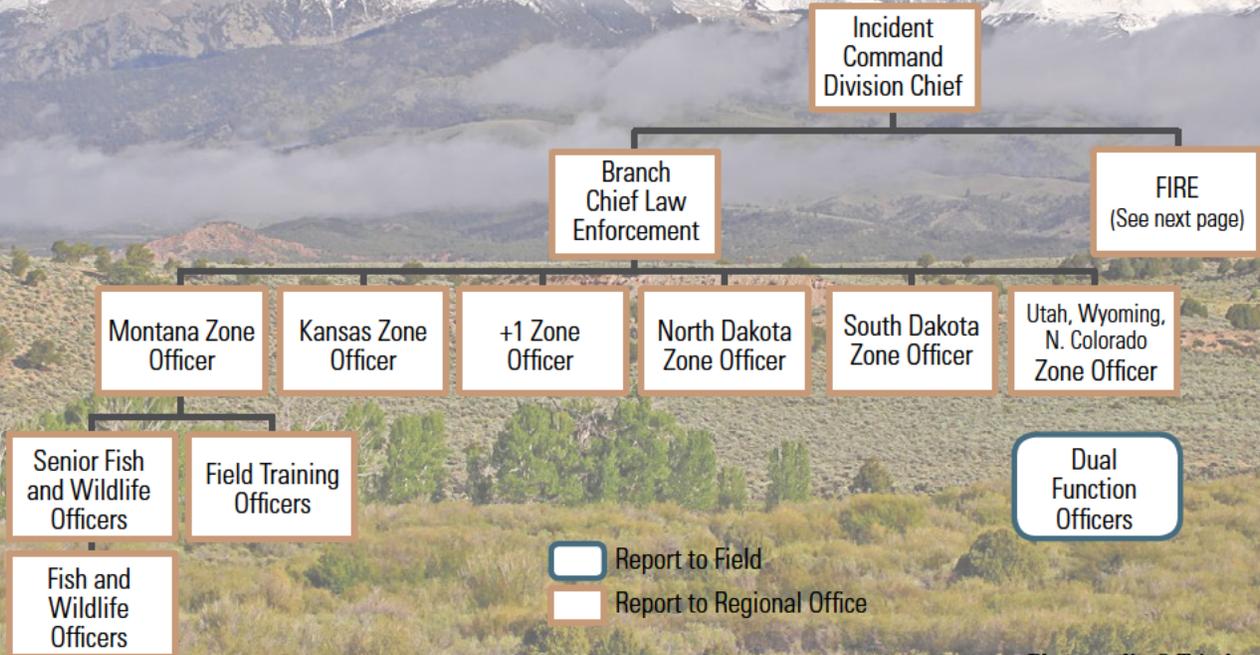


Photo credit: © Trinchera Blanca Ranch

REFUGE PRIORITIES



Roles and Responsibilities

The Incident Command (IC) Division Chief will be the principle responsible party for the division and serve as the Fire Program Coordinator. The Branch Chief of Law Enforcement, Branch Chief of Fire, and Fire Management Officers will all report to the IC Division Chief.

All full-time fire and law enforcement positions will report up through this division. All dual function law enforcement and fire positions will report through the refuge management chain of command.

Measures will be put in place to ensure continual communication between IC and Refuge Managers so their functions are targeted toward meeting refuge priorities. Development of plans and review of annual employee performance will involve both the line supervisor and refuge management.

Timeline

We anticipate it will take 12 - 18 months to realign this portion.

KEY DECISION:

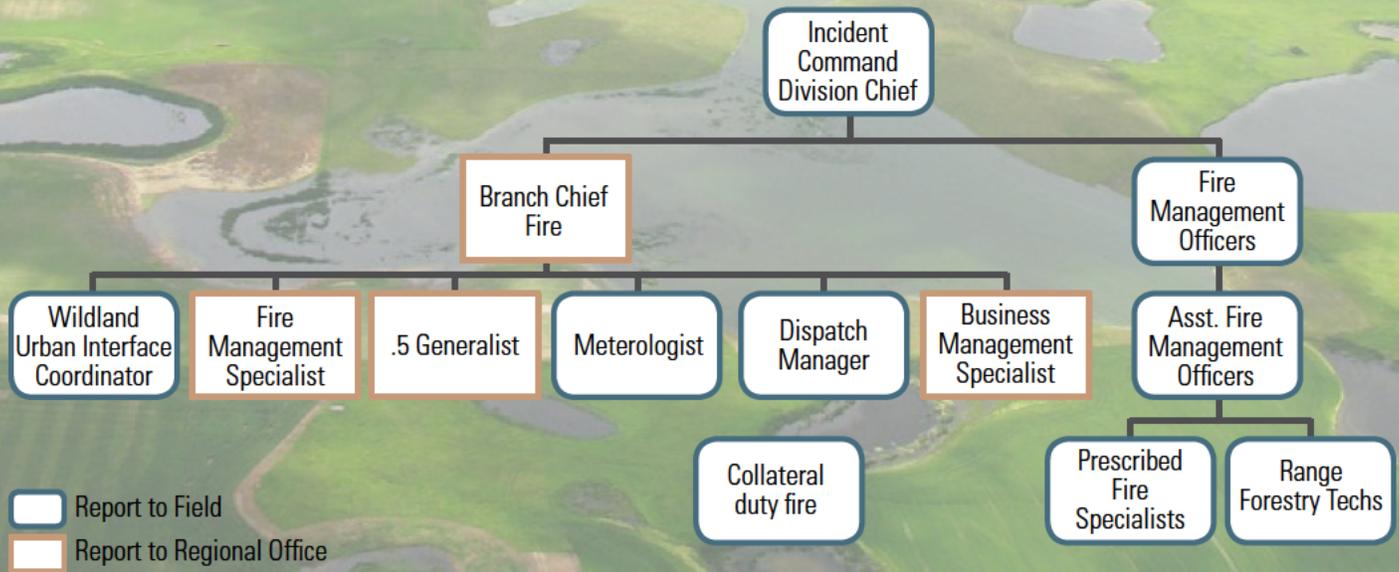


Prescribed Fire Specialists

We will create seven Prescribed Fire Specialists (PFS) positions (funded from 1261), adding to the Centers of Excellence we have been building in the Fire Program.

WHY?

Prescribed fire is an essential tool for habitat and species management in Region 6. Development of the National Fire Plan and reductions in our fire budget have left the region with inadequate resources to use fire proactively as a conservation and mitigation tool. PFSs can fill voids and serve in many roles including firefighters, wildlife ecologists, planners and burn crew supervisors.



REFUGE PRIORITIES



Roles and Responsibilities

As part of the Incident Command team, all PFSs will report to the Fire Management Officer (FMO) in their Fire Zone. An essential responsibility of a PFS is to work closely with refuge managers to develop conservation treatments including burn plans, and coordinate prescribed burns. Prioritization for filling these positions, performance and conduct management, and selection of hires will be a collaborative effort between FMOs and refuge Project Leaders.

Timeline

Position descriptions already exist for Prescribed Fire Specialists. We can begin to hire these positions as they become a priority.



United States Department of the Interior

FISH AND WILDLIFE SERVICE
National Wildlife Refuge System
5275 Leesburg Pike
Falls Church, VA 22041



January ~~XX~~, 2017

Comment [SBM1]: Make sure date is correct

Formatted: Highlight

Amy Bunk, Acting Director
Office of the Federal Register
National Archives and Records Administration
800 N. Capitol Street NW, Suite 700
Washington, DC 20001

Dear Ms. Bunk:

We certify that the enclosed disk contains a file that is a true copy of the original signed document concerning the following subject and agency tracking number:

Notice of Intent to Prepare a Comprehensive Conservation Plan for the National Bison Range; Moiese, Montana

[Docket No. FWS-R7-R-2015-N026]; [FXRS1265070000-134-FF07R06000]

We request emergency publication of this document on ~~XXXXXX~~. Publication of this Notice of Intent is a priority for the Administration.

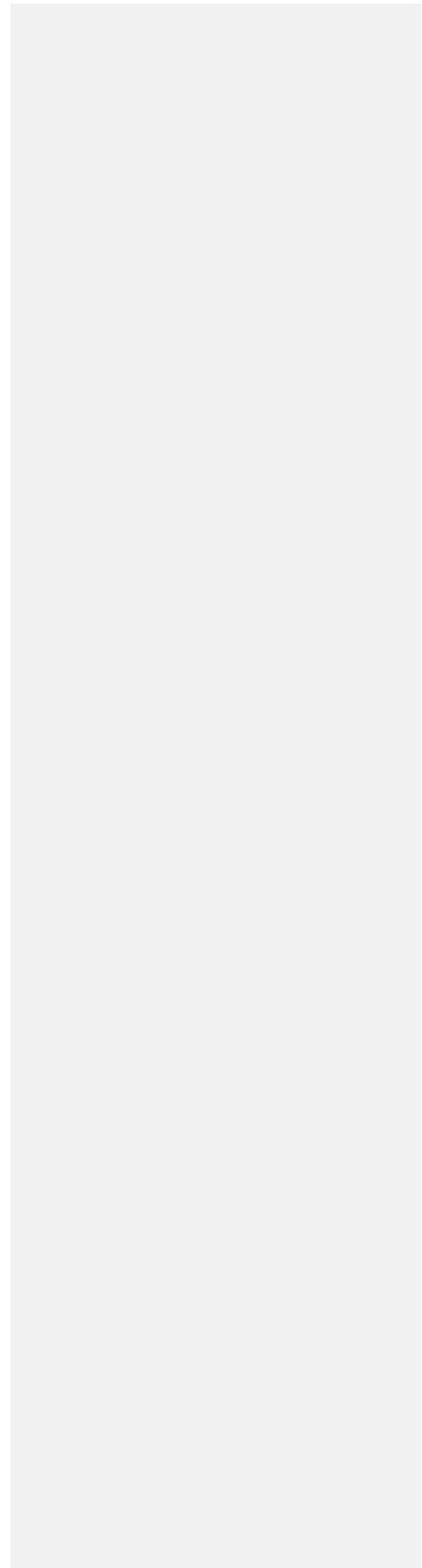
Comment [SBM2]: Leave blank for now We will replace with a specific date once the review process is further along Please contact Brian or Will for a specific date Thanks

Please send an email to FWS_FedRegPub@fws.gov to confirm the publication date of this document. If there are any questions, please call Aaron Mize at (703) 358-2678 . Thank you.

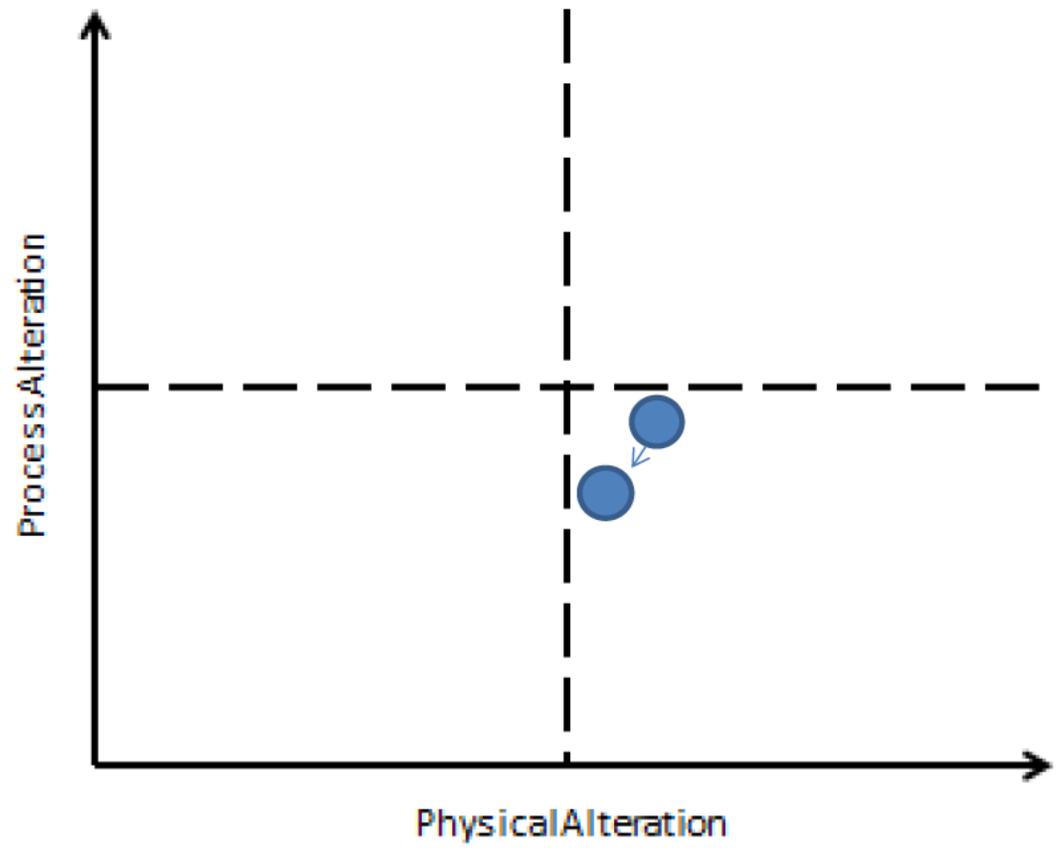
Sincerely,

Aaron Mize
Chief, Branch of Policy and Planning
U.S. Fish and Wildlife Service

Enclosures



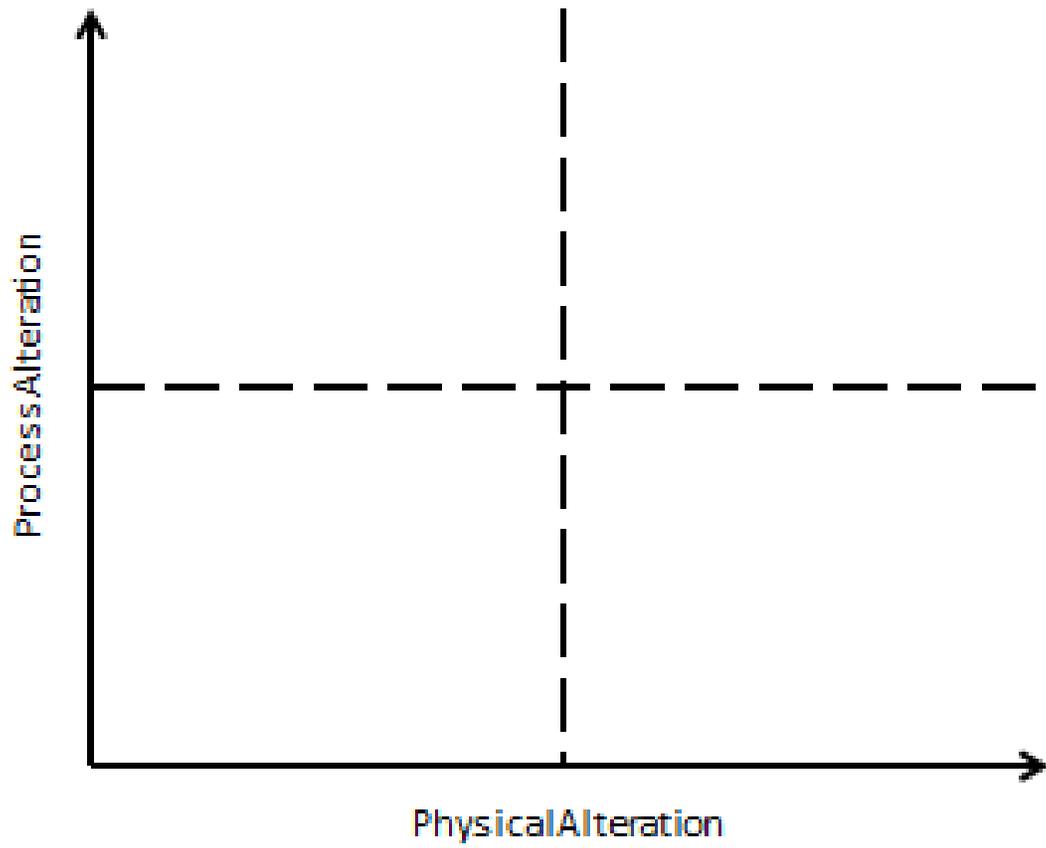
CURRENT STATE PHYSICAL ALTERATIONS	CURRENT STATE PROCESS ALTERATIONS
<p>Consider impacts (on- & off-refuge) on habitat quantity (e.g., fragmentation, block size), habitat quality (e.g., invasive species), and physiognomy (e.g., topographic changes, water flow paths):</p> <p>Transportation (roads, trails, etc.)</p> <p><input type="checkbox"/> Low <input type="checkbox"/> Medium <input checked="" type="checkbox"/> High</p> <p>Management infrastructure (levees, ditches, control structures, etc.):</p> <p><input type="checkbox"/> Low <input type="checkbox"/> Medium <input checked="" type="checkbox"/> High</p> <p>Created habitats (e.g., wetlands, agriculture, etc.):</p> <p><input checked="" type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Other infrastructure (e.g., utility poles, gas lines, oil wells, etc.)</p> <p><input checked="" type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Other (please specify): <u>Invasive plants</u></p> <p><input type="checkbox"/> Low <input type="checkbox"/> Medium <input checked="" type="checkbox"/> High</p>	<p>Consider the impacts that influence plant community composition, causes of toxin production, ability to provide habitat at appropriate times:</p> <p>Hydrology (timing, depth, duration, frequency of flooding):</p> <p><input checked="" type="checkbox"/> Low <input type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Water quality (e.g., excess nutrients, contaminants, metals, salinity):</p> <p><input type="checkbox"/> Low <input type="checkbox"/> Medium <input checked="" type="checkbox"/> High</p> <p>Sediment (e.g., erosion, deposition & distribution):</p> <p><input type="checkbox"/> Low <input checked="" type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Soils (e.g., compaction, structure)</p> <p><input type="checkbox"/> Low <input checked="" type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Nutrient cycling (frequency, intensity, magnitude of fire & herbivory):</p> <p><input type="checkbox"/> Low <input checked="" type="checkbox"/> Medium <input type="checkbox"/> High</p> <p>Other (please specify): <u>Invasive plants, overgrazing</u></p> <p><input type="checkbox"/> Low <input type="checkbox"/> Medium <input checked="" type="checkbox"/> High</p>



	Natonal Bison Range			
	Functions Needed for Desired State	Description	Specific Skills Required for Functions	
Adminstration				
	Business Teams	Travel, budget, purchasing	Teamwork, customer service, budget administration	
	Supervision	Operations, planning	Leadership, partnerships, team building	
	General	Office management, clerical, collections	Teamwork, customer service, budget administration	
Assessment				
	Ecology	Range Ecology, Fire ecology	Range Ecology & Management, Fire mgmt.	
	Engineering	As needed for infrastructure improvements	Designer and Engineer	
	Hydrology	Water Resource Specialist		
	Spatial Analysis			
	Water Rights	Ensure existing compacts are adequate		
	Other			
Planning and Assistance				
	Acquisition Planning/Modeling	Assistance and coordination with CSKT	Partnership building, Reality exp.	
	Cultural Resources	Assistance and coordination with CSKT	Tribal cultural resource experience	
	Energy Development & Monitoring			
	GIS			
	Human Dimensions	AFA negotiations, tribal partnership	working with tribal governments	
	Invasive Species	EDRR, inventory and monitoring	IPM, plant ecology, botony	
	Monitoring (Abiotic & Biotic)	Plant diversity, birds,		
	Range Ecology	Establish carrying capacity recommendations	Plant ecology, range ecology, wildlife biology	
	Visitor Service, Communication and Outreach	Community involvement in AFA	oral communication, working with tribes	
	Wetland Ecology			
	Other			
Implementation				
	Equipment Operation & Repair	General heavy equipment operation, maintenanc	Repair/maintain auto tour road, cattleguards, fences	
	Fire	Prescribed fire based on approved mgmt plan	Fire ecology, range mgmt.,	
	GIS	Develop maps to convey mgmt implementation	ArcView,	
	Haying			
	Herbicide Application	Physical application methods	Range mgmt, botony, equip operation	
	Herbivory (Grazing)	Monitor plant impact and response to grazing	Range mgmt, plant ecology, fire ecology	
	Infrastructure Maintenance	boundary and interior fence repair/maintenance	general ranch experience	
	Water Management			
	Other- Bison management	Herd rotation using horses,	Ability to safely ride horses in rough terrain, equin experience	
Law Enforcement				
	Enforcement- Easements	annual compliance checks, new request	Easement enforcement and devlopment	
	Enforcement- Wildlife Laws/Public Use	Insure visitor compliance with FWS laws	Communication, high visitation NWR experience	
	Other			
Visitor Services				
	Education	School groups, environmental education	Environmental education, outdoor rec.	
	Event Planning/Staff	School groups, annual roundup,		
	Urban Engagement			
	Visitor Center Management	VC operation to support 180K annual visitors	Communication, collections, high visitation NWR experience, tribal history	
	Volunteers and Community Partnerships	Expand current volunteer staff		
	Youth			

	Other				
Private Lands					
	River/Stream Restoration Ecology				
	Upland Restoration Ecology				
	Wetland Restoration Ecology				
	Other				
Realty					
	Local Administration	Easement compliance			
	Regional Administration	Acquisition of fee title and easements			

FUTURE-DESIRED STATE PHYSICAL ALTERATIONS	FUTURE-DESIRED STATE PROCESS ALTERATIONS
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Internal NBR CCP TPs and Q&A

NBR NOI for CCP Talking Points:

- The National Wildlife Refuge System Improvement Act of 1997 requires that every refuge develop a CCP and revise it every 15 years, as needed. CCPs ensure refuge units are managed to fulfill the purposes for which it was established.
- The Service is publishing a Notice of Intent to prepare a CCP and Environmental Impact Statement (EIS) for the National Bison Range, a unit of the National Wildlife Refuge System (NWRS), in Moiese, Montana.
- Once complete, the CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.
- The draft CCP/EIS for the National Bison Range will include information about the planning process, refuge, and will outline a range of management alternatives.
- Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum: current management, transfer the NBR from the National Wildlife Refuge System to be held in trust for the CSKT, and negotiation of an Annual Funding Agreement with CSKT.

NBR Transfer Talking Points:

- The National Bison Range was established in 1908 by Congress (16 USC 671) for the care and management of a herd of bison. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 100 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.
- It is the Service's expectation that a transfer of the lands comprising the National Bison Range into a trust for the benefit of the CSKT would ensure that these lands continue to be managed in accordance with the original purposes of the refuge, including the care and maintenance of the bison herd as well as the conservation of other wildlife and natural resources, and allow for continued visitor access.
- The Service considers the proposed transfer of the National Bison Range into trust as being a unique situation whereby a refuge was established within a Reservation boundary for a narrowly defined purpose, which was the conservation of bison at a time when they were on the verge of extinction, and that purpose has been successfully met.
- The Service and our partners, including other federal agencies, states, tribal nations, have made great strides in the conservation of bison across the western plains.

- We believe the CSKT will provide for the continued conservation of bison within this area, while allowing the Service to focus its limited resources on higher priority conservation activities.
- Transferring these lands into trust for the benefit of the CSKT is a unique opportunity for both the Service and the Tribes to provide for the continued conservation of bison and other wildlife and natural resources supported by these lands while allowing the Service to focus our limited resources on high-priority, landscape-scale conservation efforts.
- When the lands are held in trust, title to the lands is still held by the U.S. and the approval of the Secretary or their delegate is required [absent statutory authority that provides otherwise] before the lands can be sold or leased. Lands transferred to the tribe means the tribe owns the lands and has the right to sell or lease the property. For lands held in trust, the Secretary has fiduciary duties to protect the lands.
- The CSKT are experienced wildlife managers and is well equipped to manage the lands and resources that comprise the National Bison Range. They have one of the best tribal wildlife programs in the country and have been an active partner with the Service in the management of the National Bison Range.

GENERAL QUESTIONS

IF ASKED: Is the Service preparing a CCP because of the litigation?

We do not comment on pending litigation. The Service is preparing this CCP pursuant to the Refuge System Improvement Act

IF ASKED: Why would we give away one of our Refuges to a Tribe or any other entity?

We do not view this proposal as “giving away one of our refuges.” The National Bison Range was established in 1908 for the express purpose of conserving bison during a time when they were literally on the verge of extinction. And over the last hundred years, the National Bison Range has played a critical role in bison conservation. Since that time, the Service along with other Federal, State, and Tribal partners have made significant strides in conserving bison and re-establishing herds throughout their historic range. To this end, the Service believes that we have reached a level of success in the management of the National Bison Range such that we can rely on the CSKT to manage these resources into the future, allowing the Service to focus on other priority issues. By transferring these lands and bison to the CSKT under the BIA in trust, the Service can focus our limited resources on more pressing landscape-scale conservation priorities.

IF ASKED: Is the Service considering transferring other refuge lands that are similarly situated within the boundaries of tribal land?

No, the National Bison Range is a unique situation whereby a refuge was established wholly within a Reservation boundary for a defined purpose. Bison were on the verge of extinction, and the National Bison Range played a unique role in preventing that. The

Service, as well as DOI, must constantly assess how to meet our highest conservation priorities and to respect the government-to-government relationship we have with tribal sovereign nations, like the CSKT. In this case transferring these lands, to be held in trust for the Tribes, helps us to do both.

IF ASKED: How many people are employed by the National Bison Range and how will they be affected?

Our people are our top priority. Currently, the National Bison Range has seven employees and they will all remain valued members of the Service. We recognize that this may be a difficult transition for some of them as they have all contributed greatly to the conservation successes at the National Bison Range. As this process moves forward, we will be working with each of them to assess potential career options and opportunities within the Service.

IF ASKED: Does the CSKT have the biological expertise and/or financial resources to manage the lands and resources encompassing the National Bison Range?

We are confident that the CSKT have the resources and expertise to manage the lands, bison and other natural resources comprising the National Bison Range. They have one of the best tribal wildlife programs in the country and have been a partner in the management of the National Bison Range. We would not support a transfer if we did not believe that the CSKT were fully capable of managing these lands and bison.

IF ASKED: The bison population on the National Bison Range has been identified as having a high genetic diversity that is important for ensuring the genetic health of other Department of Interior bison herds. How will transferring the management of these bison to CSKT impact the genetic integrity of other bison conservation efforts?

In recent years, the Service has moved bison from the National Bison Range to other refuges, effectively spreading the unique genetic stock of these animals to other locations where we will still have access to them for conservation purposes. During this transition, the Service will also consider management of important genetic stock found on National Bison Range to ensure that it is available for the long-term conservation and restoration of bison across the U.S. We expect that CSKT will continue to provide these important genetic resources to other public and tribal herds across the country to ensure the genetic viability of the National Bison Range strain.

QUESTIONS RELATED TO PROPOSED LEGISLATION

IF ASKED: Did we assist the tribes in the drafting of their proposed legislation?

No, the Service did not draft the CSKT's legislative language. The Service was however, requested by CSKT to review their draft legislative language as the technical expert for the National Wildlife Refuge System and as the management agency for the National Bison Range. The Service has seen the draft legislative language and provided requested information as a subject matter expert.

IF ASKED: What are your thoughts regarding the tribes' draft legislation?

The Service has communicated we would support the transfer of the lands comprising the National Bison Range to be held in trust by the United States for the benefit of the CSKT. The Service would support a transfer that would require the lands to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources, and also continue to allow for visitor access. CSKT has included these vital elements for the continued conservation of and public access to these lands in their draft legislative language.

IF ASKED: Do you support the draft legislation that has been developed by the CSKT?

The Service has expressed that we would support the transfer of the lands comprising the National Bison Range into trust for the benefit of the CSKT to continue to be managed for the conservation of the bison herd, as well as other wildlife and natural resources while also allowing for visitor access.

As a federal agency, it is not appropriate for the Service, to take a position on legislative language that is prepared by an outside entity, in this instance, the CSKT. The Service is prohibited from advocating for legislation that we do not have an Administration position on or attempting to influence Congress by appealing to the public. We are subject to three different anti-lobbying statutes, including the Anti-Lobbying Act (18 U.S.C. 1913) and annual provisions in the Interior and Financial Services/General Government appropriations statutes.

IF ASKED: Technical Drafting Assistance

- The Service received a request from congressional offices to provide technical drafting assistance for legislation that would transfer the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.
- Congress can request "subject matter expert" agencies to draft legislative text for potential legislation to accomplish particular objectives. Requests for "technical drafting assistance" are initiated by Congress and outline these objectives. In response to such requests, federal agencies provide draft legislative text. This draft legislative text does not represent an Administration position; and it may or may not reflect the agencies' interests.
- The federal agencies cannot speak to if or how information provided in response to a technical drafting assistance request will be used. It can be part of the information Congress uses to draft and consider legislation.
- In this case, the Service does not know if or when a bill will be introduced.
- The information provided was developed by and reflects the interests and perspectives of the Service regarding the proposed transfer.
- The CSKT was not a part of the Service's official process to respond to these requests.

- Technical Drafting assistance was requested by Senator Tester and Representative Zinke.
- Senator Tester's Office submitted a request on March 3, 2016
- Representative Zinke's Office submitted a request on March 15, 2016
- A response was provided to both offices on April 8, 2016

Can we provide a copy of our technical drafting assistance?

- RESPONSE: Since this is a product the Service provided for Congress, we would recommend reaching out to the requesting offices for a copy. Otherwise we would need to consult with DOI-SOL and the requesting congressional offices.

What types of information was provided in our technical drafting assistance?

- RESPONSE: We provided draft legislative language to address the objective of transferring the lands comprising the National Bison Range unit of the National Wildlife Refuge System to the Confederated Salish and Kootenai Tribes (CSKT), to be held in trust by the Secretary of Interior for the benefit of the CSKT.

INFORMATION MEMORANDUM FOR THE ASSISTANT REGIONAL DIRECTOR

DATE: August 26, 2016
FROM: Toni Griffin, Refuge Planning, Region 6
SUBJECT: National Bison Range—Comprehensive Conservation Plan

BACKGROUND

The National Wildlife Refuge System Improvement Act of 1997 requires a comprehensive conservation plan (CCP) be prepared for each unit of the Refuge System. The National Bison Range Complex includes four units for which a CCP has not been prepared (NBR, Ninepipe NWR, Pablo NWR, NWMT WMD).

DISCUSSION

Considerations for this planning effort:

- Prepare an Environmental Impact Statement (EIS) which is most intensive level of NEPA.
- Invite CSKT and MFWP to participate as Cooperating Agencies in the CCP/NEPA process.
- Develop an alternative which would transfer the lands comprising the National Bison Range in Montana to be held in trust by the United States for the benefit of the CSKT. (example: NPS Badlands GMP)
- Utilize a private firm (Contractor) to assist with development of the CCP/EIS.

Planning Timeline

- CEQ Regulations do not prescribe universal time limits for the entire NEPA process; instead they set certain minimum time limits for the various portions of the NEPA process (90 day time period between EPA publication of the notice of availability of a draft EIS and the Record of Decision, 30 day time period between EPA publication of the notice of availability of a final EIS and the Record of Decision, and 45 days for comment on a draft EIS).
- Recent CCP/EIS efforts include:
 - Charles M. Russell NWR (2 units)—June 2007 to July 2012 (5 years)
 - San Luis Valley Complex (3 units)—Oct 2010 to Oct 2015 (5 years)
 - Rocky Mountain Arsenal (1 unit)—April 2013 to Oct 2016 (2 ½ years to complete programmatic EIS; CCP objectives finalized later) *RD priority; all hands on deck.

Contracted NEPA Assistance

- NBR Proposals for assistance with CCP/EA development ~\$200k.
- SOW includes 2 team building workshops during preplanning, facilitation of CCP workshops and public meetings, and *assistance with* impacts and comment analysis; EIS would increase cost.
- SOW could include writing the environmental impacts and response to comments sections.
- Contracting process under full open market competition minimum of 120 days; GSA Schedule 60-90 days.
- Contract could potentially be developed as a master SOW and funded with separate task orders (preplanning, scoping, alternatives development, draft CCP/EIS, final CCP/EIS, ROD). *Used this approach under IDIQ; need to verify potential for this approach with CGS under open contract.

NEXT STEPS

- Initiate contracting process
- Designate agency lead/project manager for CCP
- Develop work plan/planning schedule

News Release



U.S. FISH AND WILDLIFE SERVICE
Mountain-Prairie Region
134 Union Boulevard
Lakewood, Colorado 80228

For Immediate Release

January 18, 2017

Contact: Roya Mogadam, 303-236-4572; Roya_Mogadam@fws.gov

U.S. Fish and Wildlife Service Begins Planning Efforts for the National Bison Range

DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before February, 16, 2017. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).



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DENVER – The National Bison Range in Moiese, Montana, once played a critical role in bringing back the plains bison to the American landscape after populations of this magnificent animal -- America's national mammal -- were decimated by overhunting. The U.S. Fish and Wildlife Service, which manages the Range as part of the National Wildlife Refuge System, is now assessing the future management of the lands in the context of the current needs of the bison, and accordingly today published a Notice of Intent to prepare a Comprehensive Conservation Plan (CCP) and accompanying Environmental Impact Statement (EIS). The CCP will outline the resource management goals and visitor recreational activities for the National Bison Range over the next 15 years.

In the late 1800s, the population of bison in the United States had plummeted from a range of 30 million to 60 million individuals to a low of 100 individuals in the wild. In response to the decline in the population, in 1908, Congress enacted legislation that used its power of eminent domain to establish the National Bison Range for the care and management of a herd of bison to help recover the species. From an initial herd of 40, 350-500 bison now call the National Bison Range home. The mission of the National Bison Range is to maintain a representative herd of bison to ensure the preservation of the species, a species whose numbers today surpass 20,000 in the wild. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes (CSKT).

By law, the Service is required to develop a CCP for each refuge that outlines specific resource management goals to meet the purpose of that refuge and the mission of the National Wildlife Refuge System as a whole. For the National Bison Range, the Service intends to invite the Confederated Salish & Kootenai Tribes (CSKT) to participate as a cooperating agency in development of the CCP and EIS.

The draft CCP/EIS will include detailed information about the planning process and will outline a range of management alternatives based on public input received over the years. Based on public input received over the years, the Service believes that the range of management alternatives will likely include, at a minimum:

Alternative A (Current Management): This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the National Bison Range and the day-to-day on-site activities. The Service would be responsible for implementation of the National Bison Range CCP.

Alternative B (Preferred Management Option): In this alternative, the Service would evaluate the preferred management option of a Congressional transfer of lands comprising of the National Bison Range unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT would conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

Alternative C: The Service would execute and carry out a draft negotiated Annual Funding Agreement (AFA) per the Tribal Self Governance Act, wherein the CSKT would be responsible for implementing the provisions of the AFA.

The Service is opening a 30-day public comment period for the public to comment on the scope of the CCP/EIS. Written comments must be received on or before February, 16, 2017. You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service.

For more information on our work and the people who make it happen, visit <https://www.fws.gov/mountain-prairie/>. Connect with us on [Facebook](https://www.facebook.com/USFWSMountainPrairie/) (<https://www.facebook.com/USFWSMountainPrairie/>), follow us on [Twitter](https://twitter.com/USFWSMtnPrairie/) (<https://twitter.com/USFWSMtnPrairie/>), watch our [YouTube](https://www.youtube.com/usfws) (<https://www.youtube.com/usfws>) videos, or download photos from us at [Flickr](https://www.flickr.com/photos/usfwsmtmprairie/) (<https://www.flickr.com/photos/usfwsmtmprairie/>).



September 16, 2016

Vernon Finley, Chairman
Confederated Salish & Kootenai Tribes
PO Box 278
Pablo, MT 59855

RE: Letter in Support of the National Bison Range
Restoration Act of 2016

Dear Chairman Finley,

On behalf of the Natural Resources Defense Council, I write to express our support of the National Bison Range Restoration Act of 2016. We fully support this bill “to restore the lands of the National Bison Range to federal trust ownership for the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation, and for other purposes.”

Given the unique history of these lands, we support their return to the Confederated Salish and Kootenai Tribes. We acknowledge the clear protection and conservation mandate contained in the bill. Regarding the future of the National Bison Range lands, the draft bill clearly states that the lands restored under this Act shall be “managed by the Tribes, consistent with the purposes of this Act, solely for the care and maintenance of bison, wildlife and other natural resources, including designation or naming of the restored land. As part of its management, the Tribes shall provide public access and education opportunities, and shall at all times have a publicly-available management plan for such land, bison and natural resources” This protection is consistent with the interest of NRDC and our members.

In regard to the unfortunately hot issue of privatizing public lands or transferring federal public lands to states – both of which NRDC vigorously opposes – the draft bill also makes clear that “[t]he provisions of this Act are uniquely suited to address the distinct circumstances, facts, history, and relationships involved with the subject bison, land and Tribes. These provisions are not intended, and shall not be interpreted, as precedent for any other situation regarding Federal land, property or facility.”

We have worked with multiple CSKT members on the Yellowstone bison issue, and we have had the honor and privilege of attending bison meetings on the Flathead Indian Reservation. We fully support the National Bison Range Restoration Act of 2016, and we look forward to the CSKT’s excellent management of these lands.

Sincerely,

NATURAL RESOURCES DEFENSE COUNCIL

317 E MENDENHALL STREET | SUITE D | BOZEMAN, MT | 59715 | T 406.556.9300 | F 406.404.1909 | NRDC.ORG

U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. *We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.*
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency’s mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today’s priorities and tomorrow’s opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.
- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate

interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by December 15, 2016. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

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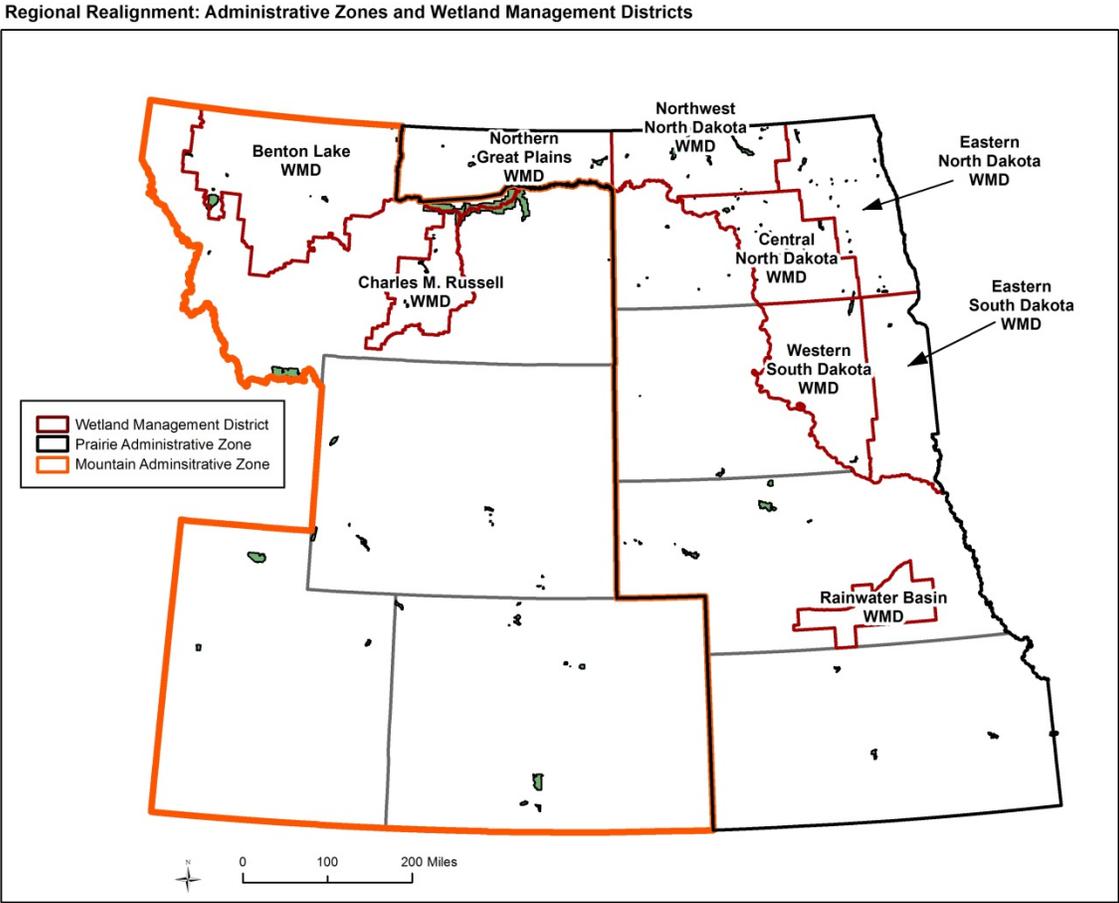
Staffing Structure

The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The *Common Personnel Functions* section of the document outlines the primary functions for each position "label" identified in the *Staffing Structure* section.

In order to aid comparison of current state with future state, the business team positions are not identified by station, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station. By contrast, generalists are identified by station in both the current and future state.

In the future, field stations will be administered in two administrative zones; Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.



PRAIRIE ZONE

The realigned Prairie Zone will encompass five Wetland Management Districts, one Conservation Area, one Urban Partnership, and two Collaboratives.

NW North Dakota WMD

- Crosby WMD
- Des Lacs NWR
- Lostwood NWR
- Lostwood WMD
- Lake Zahl NWR
- Shell Lake NWR – Unstaffed
- J. Clark Salyer NWR
- J. Clark Salyer WMD
- Upper Souris NWR

Central North Dakota WMD

- Arrowwood NWR
- Audubon NWR
- Audubon WMD
- Long Lake NWR
- Long Lake WMD
- Kulm WMD

Eastern North Dakota WMD

- Arrowwood WMD
- Valley City WMD
- Devil's Lake WMD
- Sullys Hill National Game Preserve
- Tewaunkon NWR
- Tewaunkon WMD

Northern Great Plains WMD

- Bowdoin NWR
- Bowdoin WMD
- Medicine Lake NWR

Flint Hills Legacy Conservation Area

Kansas Urban Partnership

- Marais des Cygnes NWR
- Great Plains Nature Center

Kansas Waterfowl Collaborative

- Flint Hills NWR
- Quivira NWR
- Flint Hills Legacy Conservation Area

Sandhills Refuge Collaborative

- Crescent Lake NWR
- North Platte NWR
- Fort Niobrara NWR
- Valentine NWR
- Lacreek NWR
- Lacreek WMD

Rainwater Basin WMD

- Rainwater Basin WMD
- Kirwin NWR



Eastern South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Waubay NWR

Established in 1935 by Executive Order 7245 of President Roosevelt, under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
	Senior Easement Enforcement Officer	Fire Management Specialist

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed. A project leader position description will be revised for the Western South Dakota Project Leader position. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. Lacreek will be managed out of this complex. At Lake Andes NWR, DSR will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Engineering Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	

NW North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A of President Franklin D. Roosevelt under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife. In 1975, a 5,577-acre Wilderness Area was established within the boundaries of the refuge.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lake Zuhl NWR, Shell Lake NWR - Unstaffed

J. Clark Salyer NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Buffalo Lake NWR, Lords Lake NWR, Cottonwood Lake, Rabb Lake NWR, School Section Lake NWR, Willow Lake NWR, Wintering River NWR - Unstaffed

Upper Souris NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

2017 Transition Priorities

Easement specialist and easement specialist position descriptions will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Engineering Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Engineering Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Engineering Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Senior Scientist	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Easement Enforcement Officer	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
		Range Technician

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood NWR in 1940 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by President Herbert Hoover through Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Appert Lake NWR, Canfield Lake NWR, Florence Lake NWR, Hutchinson Lake NWR, Lake George NWR, Slade NWR, Springwater NWR, Sunburst Lake NWR -- Unstaffed

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Bone Hill Creek, Dakota Lake NWR, Maple River NWR - Unstaffed

North Dakota Wildlife Management Area Grassland Easement Program (proposed) - Unstaffed

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Engineering Equipment Operator	Wildlife Biologist	Park Ranger
	Wildlife Refuge Specialist	Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	
	Rangeland Management Specialist	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devil's Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Brumba NWR, Lake Alice NWR, Kelly's Slough NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stump Lake NWR, Wood Lake NWR - Unstaffed.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 by President Roosevelt on 1904, as a part of the National Park Service system. On 1914, appropriations were made for the creation of a big-game preserve within the park. On 1921, President Warren Harding, by Executive Order 3596, ordered that all lands within the boundaries of Sullys Hill National Park Game Preserve be reserved and set apart as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Engineering Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Engineering Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US and it provides important breeding and stopover habitat for a diverse array of migratory birds.

2017 Transition Priorities

Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges. The WMD will be managed by a single Project Leader with a shared budget and organization code. This complex is oriented to support two priorities—prairie pothole and sagebrush conservation efforts. To improve delivery and efficiency of easement administration and overall Prairie Pothole Region conservation, the WMD will be combined with the Prairie Zone. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area(FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a-j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

We will develop a Project Leader position description.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources (DSR) will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Refuge Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Collaborative

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Flint Hills Legacy Conservation Area - Unstaffed

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. We will convert a Pathways Intern to an entry level Biologist position. At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Engineering Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Biologist
Station Manager	Engineering Equipment Operator	Biologist
Station Manager		Biological Science Technician
		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge's purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

John and Louise Seier NWR - Unstaffed

Bear Butte NWR - Unstaffed

Lacreek NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt through Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Collaborative Project Leader position description. Lacreek WMD will be managed by the Western South Dakota WMD Complex. Redirect approximately 20 percent of one Partners for Fish and Wildlife (PFW) employee's time to support North Platte and Crescent Lake NWRs. In 2017 all full-time, not dual-function, fire

positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Engineering Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE - Career Seasonal)
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Range Ecologist	Wildlife Refuge Manager	
	Wildlife Refuge Manager	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMD to increase management efficiencies.

Current Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	

MOUNTAIN ZONE

San Luis Valley NWR Complex

- [Alamosa NWR](#)
- [Baca NWR](#)
- [Monte Vista NWR](#)
- [Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed](#)

Rocky Mountain Arsenal NWR Complex

- [Rocky Flats NWR](#)
- [Rocky Mountain Arsenal NWR](#)
- [Two Ponds NWR](#)

The realigned Mountain Zone encompasses five Complexes, two Wildlife Refuges, one Collaborative, one Conservation Area, and one Wetland Management District/Refuge.

Central Sage/Steppe Conservation Collaborative

- [Seedskaadee NWR](#)
- [Cokeville Meadows NWR](#)
- [Arapaho NWR](#)
- [Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed](#)

National Elk Refuge

Lower Green River Complex

- [Browns Park](#)
- [Ouray NWR](#)
- [Colorado River Wildlife Management Area - Unstaffed](#)

Bear River Migratory Bird Refuge Complex

- [Bear River Migratory Bird Refuge](#)
- [Fish Springs NWR](#)

Charles M Russell NWR/WMD

- [Charles M Russell NWR](#)
- [Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed](#)

Red Rock Lakes NWR

Western Montana NWR Complex

- [Benton Lake NWR](#)
- [Benton Lake WMD](#)
- [Swan River NWR, Swan Valley Conservation Area - Unstaffed](#)
- [Lost Trail NWR](#)
- [Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD - Unstaffed](#)
- [Lee Metcalf NWR](#)

Bear River Watershed Conservation Area



Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Seedskaadee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seedskaadee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed

2017 Transition Priorities

Realign all refuges into a single management unit. Develop a position description and hire a station manager for Arapaho. Develop sage ecologist position description.

Current Staff Structure

Seedskaadee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Engineering Equipment Operator		Federal Wildlife Officer
		Administrative Support Assistant (Payroll/HR)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Office Support Assistant (0.5 FTE – Career Seasonal)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk and developing plans for visitor facilities that align with our vision for the future of the National Elk Refuge.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
		Office Support Assistant

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Formally established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Colorado River Wildlife Management Area - Unstaffed

2017 Transition Priorities

There are no transition priorities for this complex in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Maintenance Mechanic	Wildlife Refuge Manager	Biological Science Technician
		Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager		Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		
Maintenance Mechanic		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Engineering Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Engineering Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Park Ranger
Senior Scientist (Wetland Ecologist)	Facilities Manager	Park Ranger
	Senior Field Training Officer	

Charles M Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR/WMD Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Budget Analyst
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Swan River NWR, Swan Valley Conservation Area - Unstaffed

Lost Trail NWR

Lost Trails was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD -- N/A – UNSTAFFED

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Biological Science Technician
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

We will develop a project leader position description.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Station Manager		Visitor Services Specialist (0.5 FTE - Career Seasonal)
Senior Scientist		Hydrological Technician
Engineering Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Two Ponds NWR

Created by Administrative Order under the authority of the Emergency Wetland Resource Act to protect and enhance urban wildlife habitat and provide opportunities for environmental education; to restore, enhance, and preserve a diversity of upland and wetland habitats for migrant and resident wildlife, fish, and invertebrates; and to provide opportunities for environmental education with emphasis on the inherent values of wetlands and wildlife in an urban environment and interpretive facilities and opportunities related to wildlife such as viewing, study, and photography.

2017 Transition Priorities

Fill entry level Park Ranger position with one of the Department Fellows staff.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Visitor Services Specialist
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Engineering Equipment Operator	Visitor Services Specialist
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Visitor Services Specialist	Maintenance Worker
Facilities Manager	Senior Federal Wildlife Officer	Visitor Services Specialist
		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- Assistant Regional Director's Office
- Division of Scientific Resources
- Partners for Fish and Wildlife
- Division of Realty
- Division of Incident Command System
- Habitat and Population Evaluation Team
- Division of Operations
- Business Team
- Division of People, Planning, and policy



Assistant Regional Director’s Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor, Deputy Refuge Supervisor and Program Analyst position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscape by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager		
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist. Provide 20 percent of PFW staff time at North Platte to assist the North Platte and Crescent Lake NWR units.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Collaborative through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, we serve a Refuge Lands database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

Region 6 Realty will have another five years of the 70/30 funding split for acquisition of easements. We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	
Senior Realty Specialist	Land Surveyor	
	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Senior Land Surveyor	
	Surveyor	
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Senior Land Surveyor	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Specialist
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The LE and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge system and is tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. Additionally as of April 15, 2017, the Zone FMOs will directly report to the Regional Office Fire staff (RFMC). In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Officer		
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the State of Kansas in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Assistant Zone Fire Management Officer		
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Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Wildlife Biologist	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additional, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position for Facilities Trainee positions, Facilities Specialist and further define complex specific Facilities Management descriptions. Develop a position description for a Regional Office Facilities operations support position.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	

	Facility Operations Specialist (FMC)(Vacant)	
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Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	
	Facilities Specialist (Pilot Program)	

Business Team

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Payroll/HR Specialist)	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
Budget Analyst (Vacant)	Budget Analyst	
	Budget Analyst	
	Budget Analyst	
	Budget Analyst (Vacant)	
	Budget Analyst (Vacant)	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician (Vacant)	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician (Vacant)	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR (Vacant)	
	Payroll/HR (Vacant)	
	Travel	
	Travel (Vacant)	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief via detail opportunities throughout this year. We will develop a Division Chief position description. A stand-alone youth position will be developed; we will determine how this is accomplished in 2017.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provide advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

The AMC directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. This position is also responsible for managing the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Responsible for providing assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and providing assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within the Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of review within the Branch. Coordinates with the Headquarters Office and works on national programs, teams and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

This is a currently filled position within the facilities branch to provide direct facilities support to field stations within a certain geographic region. This position will alleviate station leadership of the daily facilities management requirement and improve the facilities FRPP portfolio.

D

Data Managers (&Trainee)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of the HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges and/or complexes. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis

on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources procure additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Deputy Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Division Chief

Provides leadership and support to refuge system staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports for the I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping priority habitats for acquisition; coordinates with USDA field offices; meeting with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate and site development on easement properties; works with local governments on infrastructure needs; organizing and conducting easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to a complex or field stations within a certain geographic region. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service 1st)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G

Generalist

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H

Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I

Inventory and Monitoring Coordinator

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviewing and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, correcting title problems, preparation of monthly reports, preparation of files for microfiche, and maintaining the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within Region. Assists with biological and habitat work as needed and directed to include mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise to develop a variety of communication products in order to reach a broad audience. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via the U.S. Government Publishing Office (GPO) contracts.

N

O

P

Paralegal Specialist

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving the issue or completing the project. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report, and Headquarters Reports.

Program Manager (Administration)

Supervises administrative staff and the delegates and ensures consistency of administrative work in the Regional Office. The position coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q

R

Range Management Specialist

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, train refuge staff, train and oversee Youth Corp crews, assist with inventories and assessment processes, provide Integrated Pest Management training, and provide technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personal actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Region I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assist stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development and developing decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as the Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads the Habitat Management Plan development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan. Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and providing written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manage national wildlife refuge system lands where no deputy project leader exists. Possess unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to policy

guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implement the Urban Standards of Excellence, and evaluate the effectiveness of their efforts. Supports existing urban partnerships and helping develop new urban partnerships in key locations within the Region. Participates on national urban teams and leading an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of and technical guidance to Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station under the supervision of a visitor services manager. Manages visitor services, volunteer programs, and/or Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in R3 and R6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist/Assistant Refuge Manager

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting in fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X

Y

Youth Coordinator

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z

Zone Biologists

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provide multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scales survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (FMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.



U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. *We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.*
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency's mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today's priorities and tomorrow's opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.
- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate

interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by December 15, 2016. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

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Staffing Structure

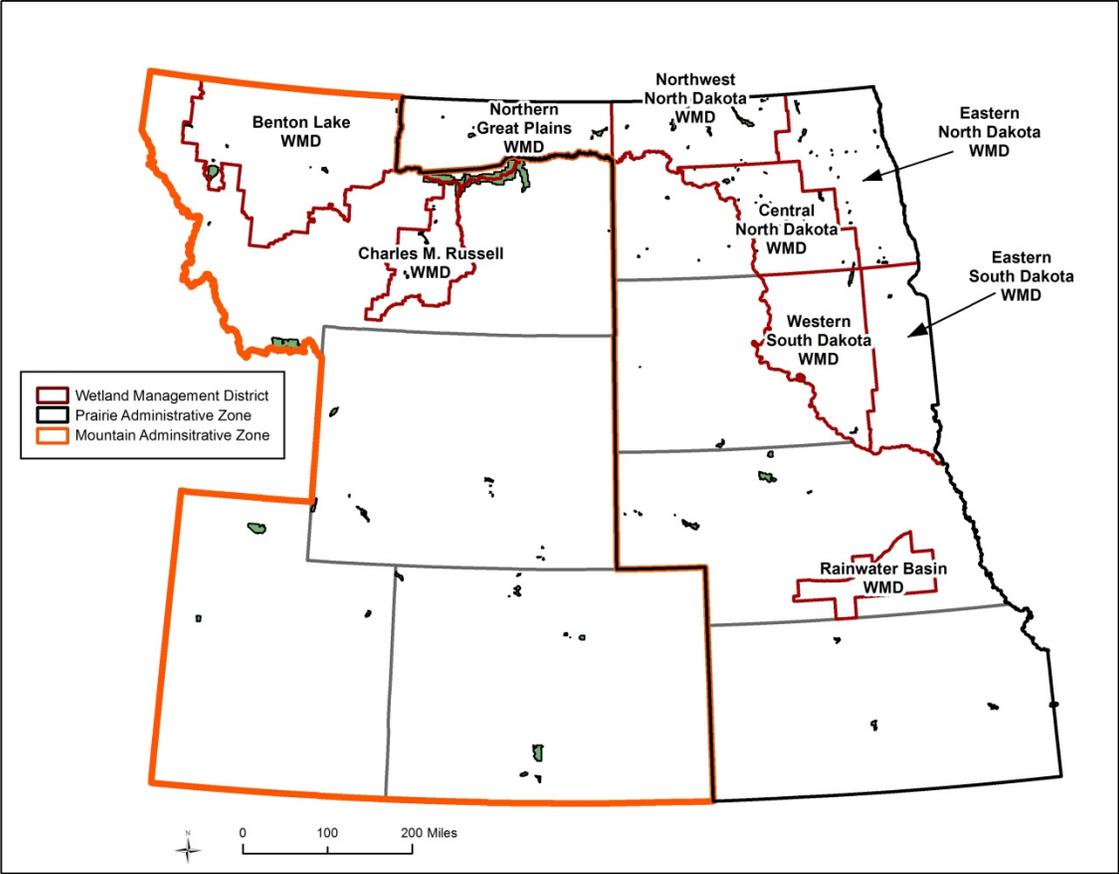
The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The *Common Personnel Functions* section of the document outlines the primary functions for each position "label" identified in the *Staffing Structure* section.

In order to aid comparison of current state with future state, the business team positions are not identified by station, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station. By contrast, generalists are identified by station in both the current and future state.

In the future, field stations will be administered in two administrative zones; Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.

Regional Realignment: Administrative Zones and Wetland Management Districts



PRAIRIE ZONE

The realigned Prairie Zone will encompass five Wetland Management Districts, one Conservation Area, one Urban Partnership, and two Collaboratives.

NW North Dakota WMD

- Crosby WMD
- Des Lacs NWR
- Lostwood NWR
- Lostwood WMD
- Lake Zahl NWR
- Shell Lake NWR – Unstaffed
- J. Clark Salyer NWR
- J. Clark Salyer WMD
- Upper Souris NWR

Central North Dakota WMD

- Arrowwood NWR
- Audubon NWR
- Audubon WMD
- Long Lake NWR
- Long Lake WMD
- Kulm WMD

Eastern North Dakota WMD

- Arrowwood WMD
- Valley City WMD
- Devil's Lake WMD
- Sullys Hill National Game Preserve
- Tewaukon NWR
- Tewaukon WMD

Northern Great Plains WMD

- Bowdoin NWR
- Bowdoin WMD
- Medicine Lake NWR

Flint Hills Legacy Conservation Area

Kansas Urban Partnership

- Marais des Cygnes NWR
- Great Plains Nature Center

Kansas Waterfowl Collaborative

- Flint Hills NWR
- Quivira NWR
- Flint Hills Legacy Conservation Area

Sandhills Refuge Collaborative

- Crescent Lake NWR
- North Platte NWR
- Fort Niobrara NWR
- Valentine NWR
- Lacreek NWR
- Lacreek WMD

Rainwater Basin WMD

- Rainwater Basin WMD
- Kirwin NWR



Eastern South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Waubay NWR

Established in 1935 by Executive Order 7245 of President Roosevelt, under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
	Senior Easement Enforcement Officer	Fire Management Specialist

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed. A project leader position description will be revised for the Western South Dakota Project Leader position. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. Lacreek will be managed out of this complex. At Lake Andes NWR, DSR will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Engineering Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	

NW North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A of President Franklin D. Roosevelt under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife. In 1975, a 5,577-acre Wilderness Area was established within the boundaries of the refuge.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lake Zuhl NWR, Shell Lake NWR - Unstaffed

J. Clark Salyer NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Buffalo Lake NWR, Lords Lake NWR, Cottonwood Lake, Rabb Lake NWR, School Section Lake NWR, Willow Lake NWR, Wintering River NWR - Unstaffed

Upper Souris NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

2017 Transition Priorities

Easement specialist and easement specialist position descriptions will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Engineering Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Engineering Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Engineering Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Senior Scientist	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Easement Enforcement Officer	Wildlife Refuge Specialist
Engineering Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
		Range Technician

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood NWR in 1940 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by President Herbert Hoover through Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Appert Lake NWR, Canfield Lake NWR, Florence Lake NWR, Hutchinson Lake NWR, Lake George NWR, Slade NWR, Springwater NWR, Sunburst Lake NWR -- Unstaffed

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Bone Hill Creek, Dakota Lake NWR, Maple River NWR - Unstaffed

North Dakota Wildlife Management Area Grassland Easement Program (proposed) - Unstaffed

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Engineering Equipment Operator	Wildlife Biologist	Park Ranger
	Wildlife Refuge Specialist	Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	
	Rangeland Management Specialist	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devil's Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Brumba NWR, Lake Alice NWR, Kelly's Slough NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stump Lake NWR, Wood Lake NWR - Unstaffed.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 by President Roosevelt on 1904, as a part of the National Park Service system. On 1914, appropriations were made for the creation of a big-game preserve within the park. On 1921, President Warren Harding, by Executive Order 3596, ordered that all lands within the boundaries of Sullys Hill National Park Game Preserve be reserved and set apart as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Engineering Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Engineering Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Engineering Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US and it provides important breeding and stopover habitat for a diverse array of migratory birds.

2017 Transition Priorities

Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges. The WMD will be managed by a single Project Leader with a shared budget and organization code. This complex is oriented to support two priorities—prairie pothole and sagebrush conservation efforts. To improve delivery and efficiency of easement administration and overall Prairie Pothole Region conservation, the WMD will be combined with the Prairie Zone. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area(FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a-j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

We will develop a Project Leader position description.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources (DSR) will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Refuge Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Collaborative

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Flint Hills Legacy Conservation Area - Unstaffed

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. We will convert a Pathways Intern to an entry level Biologist position. At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Engineering Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Biologist
Station Manager	Engineering Equipment Operator	Biologist
Station Manager		Biological Science Technician
		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge's purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

John and Louise Seier NWR - Unstaffed

Bear Butte NWR - Unstaffed

Lacreek NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt through Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Collaborative Project Leader position description. Lacreek WMD will be managed by the Western South Dakota WMD Complex. Redirect approximately 20 percent of one Partners for Fish and Wildlife (PFW) employee's time to support North Platte and Crescent Lake NWRs. In 2017 all full-time, not dual-function, fire

positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Engineering Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE - Career Seasonal)
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Engineering Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Range Ecologist	Wildlife Refuge Manager	
	Wildlife Refuge Manager	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMD to increase management efficiencies.

Current Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	

MOUNTAIN ZONE

San Luis Valley NWR Complex

- [Alamosa NWR](#)
- [Baca NWR](#)
- [Monte Vista NWR](#)
- [Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed](#)

Rocky Mountain Arsenal NWR Complex

- [Rocky Flats NWR](#)
- [Rocky Mountain Arsenal NWR](#)
- [Two Ponds NWR](#)

The realigned Mountain Zone encompasses five Complexes, two Wildlife Refuges, one Collaborative, one Conservation Area, and one Wetland Management District/Refuge.

Central Sage/Steppe Conservation Collaborative

- [Seedskaadee NWR](#)
- [Cokeville Meadows NWR](#)
- [Arapaho NWR](#)
- [Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed](#)

National Elk Refuge

Lower Green River Complex

- [Browns Park](#)
- [Ouray NWR](#)
- [Colorado River Wildlife Management Area - Unstaffed](#)

Bear River Migratory Bird Refuge Complex

- [Bear River Migratory Bird Refuge](#)
- [Fish Springs NWR](#)

Charles M Russell NWR/WMD

- [Charles M Russell NWR](#)
- [Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed](#)

Red Rock Lakes NWR

Western Montana NWR Complex

- [Benton Lake NWR](#)
- [Benton Lake WMD](#)
- [Swan River NWR, Swan Valley Conservation Area - Unstaffed](#)
- [Lost Trail NWR](#)
- [Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD - Unstaffed](#)
- [Lee Metcalf NWR](#)

Bear River Watershed Conservation Area



Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Seeds-kadee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seeds-kadee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed

2017 Transition Priorities

Realign all refuges into a single management unit. Develop a position description and hire a station manager for Arapaho. Develop sage ecologist position description.

Current Staff Structure

Seeds-kadee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Engineering Equipment Operator		Federal Wildlife Officer
		Administrative Support Assistant (Payroll/HR)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Office Support Assistant (0.5 FTE – Career Seasonal)

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk and developing plans for visitor facilities that align with our vision for the future of the National Elk Refuge.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
		Office Support Assistant

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Formally established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Colorado River Wildlife Management Area - Unstaffed

2017 Transition Priorities

There are no transition priorities for this complex in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Maintenance Mechanic	Wildlife Refuge Manager	Biological Science Technician
		Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager		Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		
Maintenance Mechanic		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Engineering Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Engineering Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Park Ranger
Senior Scientist (Wetland Ecologist)	Facilities Manager	Park Ranger
	Senior Field Training Officer	

Charles M Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR/WMD Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Budget Analyst
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Swan River NWR, Swan Valley Conservation Area - Unstaffed

Lost Trail NWR

Lost Trails was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD -- N/A – UNSTAFFED

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Biological Science Technician
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

We will develop a project leader position description.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Station Manager		Visitor Services Specialist (0.5 FTE - Career Seasonal)
Senior Scientist		Hydrological Technician
Engineering Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Two Ponds NWR

Created by Administrative Order under the authority of the Emergency Wetland Resource Act to protect and enhance urban wildlife habitat and provide opportunities for environmental education; to restore, enhance, and preserve a diversity of upland and wetland habitats for migrant and resident wildlife, fish, and invertebrates; and to provide opportunities for environmental education with emphasis on the inherent values of wetlands and wildlife in an urban environment and interpretive facilities and opportunities related to wildlife such as viewing, study, and photography.

2017 Transition Priorities

Fill entry level Park Ranger position with one of the Department Fellows staff.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Visitor Services Specialist
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Engineering Equipment Operator	Visitor Services Specialist
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Engineering Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Visitor Services Specialist	Maintenance Worker
Facilities Manager	Senior Federal Wildlife Officer	Visitor Services Specialist
		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- Assistant Regional Director's Office
- Division of Scientific Resources
- Partners for Fish and Wildlife
- Division of Realty
- Division of Incident Command System
- Habitat and Population Evaluation Team
- Division of Operations
- Business Team
- Division of People, Planning, and policy



Assistant Regional Director’s Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor, Deputy Refuge Supervisor and Program Analyst position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscape by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager		
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist. Provide 20 percent of PFW staff time at North Platte to assist the North Platte and Crescent Lake NWR units.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Collaborative through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, we serve a Refuge Lands database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

Region 6 Realty will have another five years of the 70/30 funding split for acquisition of easements. We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	
Senior Realty Specialist	Land Surveyor	
	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Senior Land Surveyor	
	Surveyor	
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Senior Land Surveyor	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Specialist
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The LE and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge system and is tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. Additionally as of April 15, 2017, the Zone FMOs will directly report to the Regional Office Fire staff (RFMC). In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Officer		
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the State of Kansas in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Assistant Zone Fire Management Officer		
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Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Wildlife Biologist	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additional, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position for Facilities Trainee positions, Facilities Specialist and further define complex specific Facilities Management descriptions. Develop a position description for a Regional Office Facilities operations support position.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	

	Facility Operations Specialist (FMC)(Vacant)	
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Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	
	Facilities Specialist (Pilot Program)	

Business Team

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Payroll/HR Specialist)	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
Budget Analyst (Vacant)	Budget Analyst	
	Budget Analyst	
	Budget Analyst	
	Budget Analyst (Vacant)	
	Budget Analyst (Vacant)	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician (Vacant)	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician (Vacant)	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR (Vacant)	
	Payroll/HR (Vacant)	
	Travel	
	Travel (Vacant)	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief via detail opportunities throughout this year. We will develop a Division Chief position description. A stand-alone youth position will be developed; we will determine how this is accomplished in 2017.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provide advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

The AMC directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. This position is also responsible for managing the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Responsible for providing assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and providing assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within the Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of review within the Branch. Coordinates with the Headquarters Office and works on national programs, teams and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

This is a currently filled position within the facilities branch to provide direct facilities support to field stations within a certain geographic region. This position will alleviate station leadership of the daily facilities management requirement and improve the facilities FRPP portfolio.

D

Data Managers (&Trainee)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of the HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges and/or complexes. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis

on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources procure additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Deputy Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Division Chief

Provides leadership and support to refuge system staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports for the I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping priority habitats for acquisition; coordinates with USDA field offices; meeting with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate and site development on easement properties; works with local governments on infrastructure needs; organizing and conducting easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to a complex or field stations within a certain geographic region. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service 1st)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G

Generalist

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H

Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I

Inventory and Monitoring Coordinator

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviewing and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, correcting title problems, preparation of monthly reports, preparation of files for microfiche, and maintaining the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within Region. Assists with biological and habitat work as needed and directed to include mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise to develop a variety of communication products in order to reach a broad audience. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via the U.S. Government Publishing Office (GPO) contracts.

N**O****P****Paralegal Specialist**

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving the issue or completing the project. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report, and Headquarters Reports.

Program Manager (Administration)

Supervises administrative staff and the delegates and ensures consistency of administrative work in the Regional Office. The position coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q

R

Range Management Specialist

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, train refuge staff, train and oversee Youth Corp crews, assist with inventories and assessment processes, provide Integrated Pest Management training, and provide technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personal actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Region I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assist stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development and developing decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as the Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads the Habitat Management Plan development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan. Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and providing written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manage national wildlife refuge system lands where no deputy project leader exists. Possess unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to policy

guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implement the Urban Standards of Excellence, and evaluate the effectiveness of their efforts. Supports existing urban partnerships and helping develop new urban partnerships in key locations within the Region. Participates on national urban teams and leading an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of and technical guidance to Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station under the supervision of a visitor services manager. Manages visitor services, volunteer programs, and/or Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in R3 and R6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist/Assistant Refuge Manager

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting in fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X

Y

Youth Coordinator

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z

Zone Biologists

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provide multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scales survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (FMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.



U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



Revised: March 9, 2017

Next Scheduled Revision: March, 2018

A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

This Staffing Framework is intended to communicate the necessary and desired internal management of the Region 6 National Wildlife Refuge program and is not intended to, and does not; supersede decisions made through any and all planning processes addressed in current Comprehensive Conservation Plans. For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency’s mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today’s priorities and tomorrow’s opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.

- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by March, 2017. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

Change Log

The following change log documents edits incorporated into the Realignment Strategy Staffing Framework.

Item Changed/Added	Reason	Person	Date
National Bison Range	Left out inadvertently	W. Meeks, ARD NWRS R6	11/2/16
General Edits; addition of unstaffed refuges	Document updates	D. Stevens, Writer-Editor R6	11/28/16
Added Appendixes A through D	Document updates	D. Stevens, Writer-Editor R6	11/30/16
Removed Appendixes B through D	Further evaluation required	W. Meeks, ARD NWRS R6	01/09/17
General Edits	Document updates	D. Stevens, Writer-Editor R6	01/09/17
General Edits	Document updates	K. Hogan, NWRS R6	03/09/17

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Staffing Structure

The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The Common Personnel Functions section of the document outlines the primary functions for each position "label" identified in the Staffing Structure section.

In order to aid comparison of current state with future state, **the business team positions are not identified by station**, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station

In the future, field stations will be administered in two zones: Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.

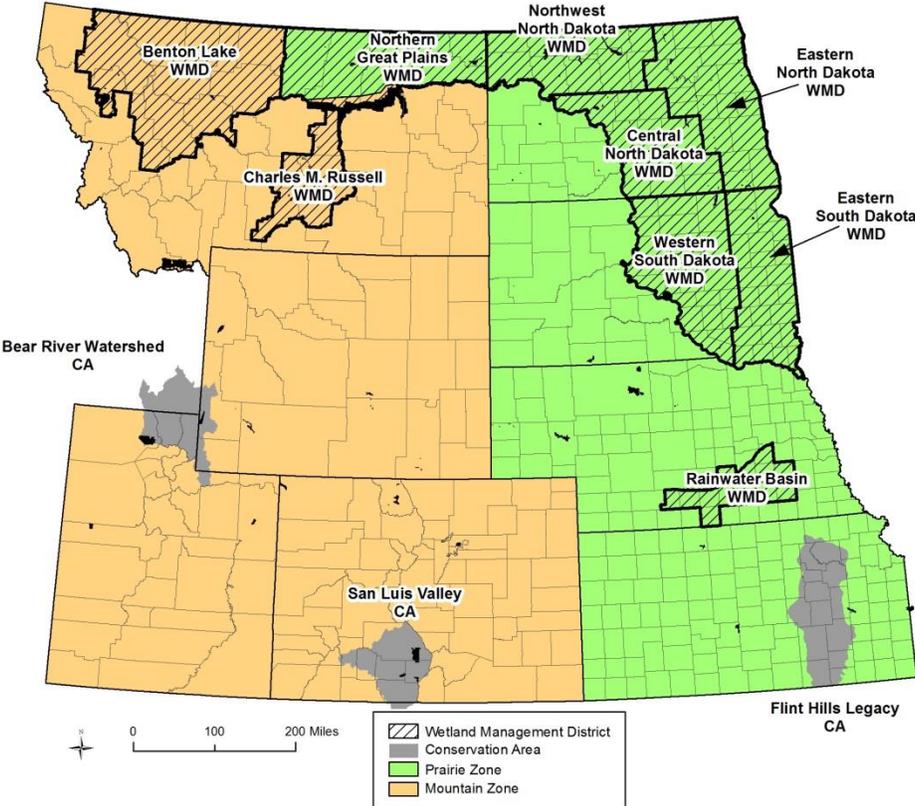


Figure 1 - Realignment Zones



PRAIRIE ZONE

The realigned Prairie Zone will encompass seven Wetland Management District Complexes, one Conservation Area, and one Urban Partnership.

- Eastern South Dakota Wetland Management District Complex**
 - Madison WMD
 - Waubay NWR
 - Waubay WMD
- Western South Dakota Wetland Management District Complex**
 - Huron WMD
 - Karl E. Mundt NWR
 - Lacreek WMD
 - Lake Andes NWR
 - Lake Andes WMD
 - Sand Lake NWR
 - Sand Lake WMD
- NW North Dakota Wetland Management District Complex**
 - Crosby WMD
 - Des Lacs NWR
 - J. Clark Salyer NWR
 - J. Clark Salyer WMD
 - Lostwood NWR
 - Lostwood WMD
 - Upper Souris NWR
- Central North Dakota Wetland Management District Complex**
 - Audubon NWR

- Audubon WMD
- Chase Lake WMD
- Long Lake NWR
- Long Lake WMD
- Kulm WMD

Eastern North Dakota Wetland Management District Complex

- Arrowwood NWR
- Arrowwood WMD
- Devils Lake WMD
- Sullys Hill National Game Preserve
- Tewaukon NWR
- Tewaukon WMD
- Valley City WMD

Northern Great Plains Wetland Management District Complex

- Bowdoin NWR
- Bowdoin WMD
- Medicine Lake NWR
- Northeast Montana WMD

Flint Hills Legacy Conservation Area

Kansas Urban Partnership

- Marais des Cygnes NWR
- Great Plains Nature Center

Kansas Waterfowl Complex

- Flint Hills NWR
- Quivira NWR

Sandhills National Wildlife Refuge Complex

- Crescent Lake NWR
- Lacreek NWR
- North Platte NWR
- Fort Niobrara NWR
- Valentine NWR

Rainwater Basin WMD Complex

- Rainwater Basin WMD

Eastern South Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Waubay NWR

Established in 1935 by Executive Order 7245 under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Dakota Grassland Conservation Area; Tallgrass Prairie WMA

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	Fire Management Specialist
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Bear Butte NWR**2017 Transition Priorities**

In 2017, an easement specialist position description will be developed. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. At Lake Andes NWR, the Division of Scientific Resources (DSR) will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options via an environmental assessment. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Heavy Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	
	Facilities Specialist (Pilot Program)	

NW North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer NWR

The Refuge was established in 1935 by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Upper Souris NWR

The Refuge was established in 1935 by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: Buffalo Lake NWR, Cottonwood Lake NWR, Lords Lake NWR, Lake Zahl NWR, Rabb Lake NWR, School Section Lake NWR, Shell Lake NWR, Willow Lake NWR, Wintering River NWR

2017 Transition Priorities

Easement specialist position description will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Heavy Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Heavy Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Heavy Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Senior Scientist	Senior Easement Enforcement Officer	Wildlife Refuge Specialist
Heavy Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
Heavy Equipment Operator		Range Technician
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE –

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Chase Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Appert Lake NWR, Bone Hill NWR, Canfield Lake NWR, Chase Lake NWR, Dakota Lake NWR, Florence Lake NWR, Halfway Lake, Hutchinson Lake NWR, Lake George NWR, Maple River NWR, North Dakota Wildlife Management Area Grassland Easement Program (proposed), Slade NWR, Springwater NWR, Sunburst Lake NWR, Hiddenwood NWR, McLean NWR, Lake Otis NWR, Camp Lake NWR, Lake Nettie NWR, Lost Lake NWR, Lake Ilo NWR, White Lake NWR, Stewart Lake NWR, Pretty Rock NWR, Lake Patricia NWR

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Heavy Equipment Operator	Wildlife Biologist	Park Ranger
		Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	Wildlife Refuge Specialist
	Range Management Specialist	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood Migratory Waterfowl Refuge in 1935 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devils Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 as a part of the National Park Service system. In 1914, appropriations were made for the creation of a big-game preserve within the park. In 1921, Executive Order 3596, transferred all lands within the boundaries of Sullys Hill National Park Game Preserve to the Service as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. The district also provides a northern staging area and habitat for migration.

Unstaffed: Brumba NWR, Hobart Lake NWR, Johnson Lake NWR, Kellys Slough NWR, Lake Alice NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Sibley Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stoney Slough NWR, Storm Lake NWR, Stump Lake NWR, Tomahawk NWR, Wild Rice NWR, Wood Lake NWR.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Heavy Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Heavy Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US by providing important breeding and stopover habitat for a diverse array of migratory birds.

Northeast Montana WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Black Coulee NWR, Creedman Coulee NWR, Hewitt Lake NWR, Lake Thibadeau NWR, Lamesteer NWR

2017 Transition Priorities

Create the Northern Great Plains Wetland Management District Complex (WMDC) by combining the Bowdoin and Northeast Montana WMDs and associated refuges. The WMDC will be managed by a single Project Leader with a shared budget and organization code. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area (FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

There are no transition priorities for this conservation area in 2017.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established in 1992 under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Regional Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information via an environmental assessment or habitat management plan. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Partnership		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. At Quivira NWR, the Division of Scientific Resources will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands via an environmental assessment or habitat management plan. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Heavy Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Biologist
Station Manager	Heavy Equipment Operator	Biologist
Station Manager		Biological Science Technician
Senior Scientist (Wetland Ecologist)		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order in 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge’s purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

Lacreek NWR

The Refuge was established in 1935 by Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: John and Louise Seier NWR

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Refuge Complex Project Leader position description. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Heavy Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE -

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Career Seasonal)
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Range Ecologist	Wildlife Refuge Specialist	
	Wildlife Refuge Specialist	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMDC to increase management efficiencies.

Current Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	

MOUNTAIN ZONE

The realigned Mountain Zone encompasses six Complexes, two Wildlife Refuges, and one Conservation Area.

Central Sage/Steppe Conservation Complex

- Arapaho NWR
- Cokeville Meadows NWR
- Seedskaadee NWR

National Elk Refuge

Lower Green River Complex

- Browns Park
- Ouray NWR

Bear River Migratory Bird Refuge Complex

- Bear River Migratory Bird Refuge
- Fish Springs NWR

Charles M Russell NWR Complex

- Charles M Russell NWR

Red Rock Lakes NWR

Western Montana NWR Complex

- Benton Lake NWR
- Benton Lake WMD
- Lee Metcalf NWR
- Lost Trail NWR
- National Bison Range

Bear River Watershed Conservation Area

San Luis Valley NWR Complex

- Alamosa NWR
- Baca NWR
- Monte Vista NWR

Rocky Mountain Arsenal NWR Complex

- Rocky Flats NWR
- Rocky Mountain Arsenal NWR

Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Seedskafee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seedskafee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Unstaffed: Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, Pathfinder NWR

2017 Transition Priorities

Develop a position description and hire a Station Manager for Arapaho.

Current Staff Structure

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Seedskafee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Heavy Equipment Operator		Federal Wildlife Officer

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

Transition efforts will focus on engaging the community in discussions regarding reduced supplemental feeding of elk and developing plans for visitor facilities that align with the vision in the Comprehensive Conservation Plan.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Unstaffed: Colorado River Wildlife Management Area

2017 Transition Priorities

Hire Station Manager for Browns Park NWR in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Manager	Biological Science Technician
	Maintenance Mechanic	Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established in 1928 by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established in 1959 under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Heavy Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Heavy Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Visitor Services Specialist
Senior Scientist (Wetland Ecologist)	Facilities Manager	Visitor Services Specialist
	Senior Field Training Officer	

Charles M. Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Unstaffed: Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was transferred to the Service in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

Lost Trail NWR

Lost Trail was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam, the purpose of which is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation in Montana for bison presented to the United States by the American Bison Society for national bison conservation. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

Unstaffed: Blackfoot Valley Conservation Area, Nine-Pipe NWR, Pablo NWR, NW Montana WMD, Rocky Mountain Front Conservation Area, Swan River NWR, Swan Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, the Division of Scientific Resources will use existing information to identify priority wetland management activities via an environmental assessment or habitat management. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Heavy Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Federal Wildlife Officer

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Wildlife Refuge Specialist
Station Manager		Biological Science Technician

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Unstaffed: Sangre de Cristo Conservation Area, San Luis Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities via an environmental assessment or habitat management plan.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager		Visitor Services Specialist (0.5

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		FTE - Career Seasonal)
Senior Scientist		Hydrological Technician
Heavy Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Unstaffed: Two Ponds NWR

2017 Transition Priorities

There are no transition priorities for 2017.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Park Ranger
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Heavy Equipment Operator	Park Ranger
	Wildlife Refuge Manager	Biological Science Technician
		Maintenance Worker

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer

Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Senior Federal Wildlife Officer	Maintenance Worker
Facilities Manager		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- Assistant Regional Director’s Office
- Division of Scientific Resources
- Partners for Fish and Wildlife
- Division of Realty
- Division of Incident Command System
- Habitat and Population Evaluation Team



Assistant Regional Director's Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor and Deputy Refuge Supervisor position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge Supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscapes by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed habitat management plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist	Biologist Trainee	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning <i>*future staff is located in People, Planning, and Policy Division</i>		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	

Planning *future staff is located in People, Planning, and Policy Division		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager	Biologist Trainee	
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Complex through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty (DOR) provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, DOR serves a Refuge Lands management database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	Realty Specialist
Senior Realty Specialist	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office

<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Surveyor	

Realty – Huron Wetlands Acquisition Office

<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Assistant
	Realty Specialist	
	Realty Specialist	
	Senior Land Surveyor	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The Law Enforcement and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge System tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (ZFMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the States of Kansas and Nebraska in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Zone Fire Management Officer		

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources. In 2015, Region 3 and 6 signed a Memorandum of Understanding to consolidate their respective HAPET offices to increase efficiency and program delivery. The HAPET positions identified under the Future Staff Structure incorporates regional staffing commitments of the consolidated offices.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN and a supervisory fish and wildlife biologist (deputy HAPET chief) will be placed in Fergus Falls, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Supervisory Wildlife Biologist (Deputy Project Leader)	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Budget Analyst
	Wildlife Biologist	
	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additionally, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position description for Facilities Specialist.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	
	Facility Operations Specialist (FMC) (Vacant)	

Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	

Business Teams

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Program Manager (BT Lead)	Payroll/HR Specialist	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician	
	Budget Technician	
	Payroll/HR	
	Travel	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Travel	
	Travel	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief this year. We will develop a Division Chief position description.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provides advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

Directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. Manages the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Provides assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and provides assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within their Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of work within the Branch. Coordinates with the Headquarters Office and works on national programs, teams, and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

Provides facilities support to field stations within a Complex. Meets daily facilities management requirements and improves the facilities FRPP portfolio.

D

Data Managers (and Trainee Data Manager)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Division Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources and procures additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Chief

Provides leadership and support to Refuge System staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district or conservation area. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping of priority habitats for acquisition; coordinates with USDA field offices; meets with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate site development on easement properties; works with local governments on infrastructure needs; organizes and conducts easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a high level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to field stations within Complex. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service First)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G

Generalist

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H

Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I

Inventory and Monitoring Coordinator

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives, policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviews and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, corrects title problems, prepares monthly reports, prepares files for microfiche, and maintains the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within the Region. Assists with biological and habitat work as needed and directed to include; mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise in order to develop a variety of communication products. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via U.S. Government Publishing Office (GPO) contracts.

N**O****P****Paralegal Specialist**

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving issues or completing projects. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report.

Program Manager (Administration)

Supervises administrative staff, delegating and ensuring consistency of administrative work in the Regional Office. Coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q

R

Range Management Specialist

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, trains refuge staff, trains and oversees Youth Corp crews, assists with inventories and assessment processes, provides Integrated Pest Management training, and provides technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personnel actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Regional I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assists stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development. Develops decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as a Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads Habitat Management Plan (HMP) development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan (IMP). Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and provides written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, and facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manages national wildlife refuge system lands where no deputy project leader exists. Possesses unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to

policy guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implements the Urban Standards of Excellence, and evaluates the effectiveness of their efforts. Supports existing urban partnerships and helps to develop new urban partnerships in key locations within the Region. Participates on national urban teams and leads an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of technical guidance for Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field Station)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station, typically under the supervision of a visitor services manager. For example, a visitor services specialist may manage volunteer programs and Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information to decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in Regions 3 and 6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting the fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X**Y****Youth Coordinator**

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z**Zone Biologists**

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provides multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scale survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (ZFMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.

Appendix A – Transition Priorities Table

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Prairie Zone			
Eastern South Dakota Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP; Deputy Refuge Supervisor	March 2017; End of FY?
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Western South Dakota Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP	March 2017
	Pilot a facilities specialist position for Western South Dakota WMD out of Huron, South Dakota.	C. Hotaling	Completed/in progress of evaluation
	Division of Scientific Resources to collaborate with Lake Andes NWR to identify priority information needs and evaluate improved wetland and upland management options.	K. Adams (Ecological Assessment and Mike Bryant)	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
NW North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge Supervisors	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
	Hire station Manager Crosby WMD	Project Leader Lostwood NWR Complex	January 2017
Central North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Hire Station Manager Long Lake NWR	Project Leader Audubon NWR Complex	January 2017
Eastern North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge Supervisor	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Northern Great Plains WMD Complex	Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges.	Refuge Supervisor	End of FY17, after PL hired.
	Hire Station Manager Medicine Lake	Refuge Supervisor	January 2017
	The WMD will be managed by a single Project Leader with a shared budget and organization code.	Need to evaluate how budget will be handled before determined	September 2017
	Develop an easement specialist position description.	Team from Prairie Zone with Refuge Supervisor	March 2017
	Develop an updated Project Leader position description.	Refuge Supervisor/Deputy Refuge Supervisor	June 2017
	Fill the Project Leader position.	Refuge Supervisor	September 2017
Kansas Urban Partnership	Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership.	Refuge Supervisor/Project Leader MDC; Boyle/Emmons	January 2017
	Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City.	Project Leader MDC; Project Leader	January 2017
	At Marais des Cygnes NWR, DSR will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information.	Project Leader/DSR Patrick Martin/Keenan Adams (Ecological Assessment)	June 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Kansas Waterfowl Complex	Pilot a “POD” concept for invasive species management and develop a transition plan for the complex and Zone.	Quivira Project Leader; Oldham/Boyle	September 2017
	At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. We will convert a Pathways Intern to an entry level Biologist position.	Oldham/Keenan Adams (Ecological Assessment), Refuge Supervisor	July 2017, On hold pending discussions regarding pathways program.
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Sandhills Refuge Complex	Realign all refuges within the Sandhills into a single management unit.	Refuge Supervisor; Boyle/Hicks	June 2017
	Develop a Sandhills Refuge Complex Project Leader position description.	Refuge Supervisor	June 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program..	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Rainwater Basin WMDC	Realign Kirwin NWR under the Rainwater WMDC to increase management efficiencies..	Refuge Supervisor; Boyle/Krohn	January 2017
Mountain Zone			
Central Sage/Steppe Conservation Complex	Develop a position description and hire a station manager for Arapaho.	Project leader Seedskaadee NWR/Refuge Supervisor	January 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
National Elk Refuge	We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk (Implement Step Down Plan)	Refuge Supervisor/ Project Leader	September 2017
	Hire Project Leader	Refuge Supervisor	January 2017
	Develop plans for visitor facilities that align with our vision for the future of the National Elk Refuge.	Refuge Supervisor, Visitor Services Chief, Project Leader	September 2017
Lower Green River Complex	Hire Station Manager Browns Park NWR	Project Leader	January 2017
Bear River Migratory Bird Refuge	We will revise a position description for and hire a Deputy Project Leader.	Project Leader; Barnett/Peterson	February 2017
	At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability.	DSR(Ecological Assessment)/Project Leader	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Charles M. Russell NWR Complex	Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process..	Project leader, Zone Biologist, Station Biologist;	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Western Montana NWR Complex	In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities.	Rob Bundy/Keenan Adams (Ecological Assessment)	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
San Luis Valley NWR Complex	In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.	Project Leader/Refuge Supervisor	September 2017
Regional Office			
Regional Office / Assistant Regional Director's Office	We will revise the Refuge Supervisor, and Deputy Refuge Supervisor position descriptions.	DARD, Refuge Supervisor, Deputy Refuge Supervisor; ARD	March 2017
	We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.	ARD/DARD	January 2017
Division of Scientific Resources	Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise.	DSR (K. Adams)	Ongoing
	Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges.	DSR, Respective station Project Leaders	January 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs.	DSR, Respective station Project Leaders	Ongoing
	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.	DARD	January 2017
Partners for Fish and Wildlife	Hire an entry-level Biologist Trainee in Lewistown, MT	Regional Partners Coordinator	January 2017
	Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT	Regional Partners Coordinator	January 2017
	Transition "H2-O" WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area.	Regional Partners Coordinator/Refuge Supervisor	January 2017
	Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist	DARD/PFW/Peterson	March 2017
Division of Realty	We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.	G. Langer/Realty	February 2017
Division of Incident Command System / Fire	Implementation and staged hiring of prescribed fire specialists.	Carter	
	Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO).	Haydon	February 2017
	In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program.	Haydon	April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.	Haydon	September 2017
ICS/ Law Enforcement	We will pilot a line-supervision staff model for law enforcement in the States of Kansas and Nebraska in 2017 in support of the NWRS strategic planning effort.	Refuge Supervisor, Law Enforcement Chief, Zone Office Kansas; DARD	March 2017
Habitat and Population Evaluation Team	A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.	ARD	January 2017
Division of Operations / Facilities	Further develop pilot facilities position as a Complex Level Facilities Manager.	C. Hotaling	FY2017
	Develop a position description for a Regional Office Facilities Technician.	Refuge Supervisor, Branch Chief Facilities	FY 2017
Business Teams	We will transition to a regional business team without zone boundaries.	Gina	
Division of People, Planning, and Policy	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.	Acting Planning Branch Chief	January 2017
	We will fill the Planning and Policy Branch.	Acting Planning Branch Chief	September 2017
	We will develop a Division Chief position description.	Branch Chief Visitor Services, Acting Planning Branch Chief , DARD	FY 2017



U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



Revised: March 9, 2017

Next Scheduled Revision: March, 2018

A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

This Staffing Framework is intended to communicate the necessary and desired internal management of the Region 6 National Wildlife Refuge program and is not intended to, and does not; supersede decisions made through any and all planning processes addressed in current Comprehensive Conservation Plans. For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency’s mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today’s priorities and tomorrow’s opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.

- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by March, 2017. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

Change Log

The following change log documents edits incorporated into the Realignment Strategy Staffing Framework.

Item Changed/Added	Reason	Person	Date
National Bison Range	Left out inadvertently	W. Meeks, ARD NWRS R6	11/2/16
General Edits; addition of unstaffed refuges	Document updates	D. Stevens, Writer-Editor R6	11/28/16
Added Appendixes A through D	Document updates	D. Stevens, Writer-Editor R6	11/30/16
Removed Appendixes B through D	Further evaluation required	W. Meeks, ARD NWRS R6	01/09/17
General Edits	Document updates	D. Stevens, Writer-Editor R6	01/09/17
General Edits	Document updates	K. Hogan, NWRS R6	03/09/17

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Senior Realty Specialist 100

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist) 100

Senior Wildlife Canine Officer (SWCO)..... 100

Spatial Analyst..... 100

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State Coordinator 100

Station Manager 100

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Staffing Structure

The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The Common Personnel Functions section of the document outlines the primary functions for each position "label" identified in the Staffing Structure section.

In order to aid comparison of current state with future state, **the business team positions are not identified by station**, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station

In the future, field stations will be administered in two zones: Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.

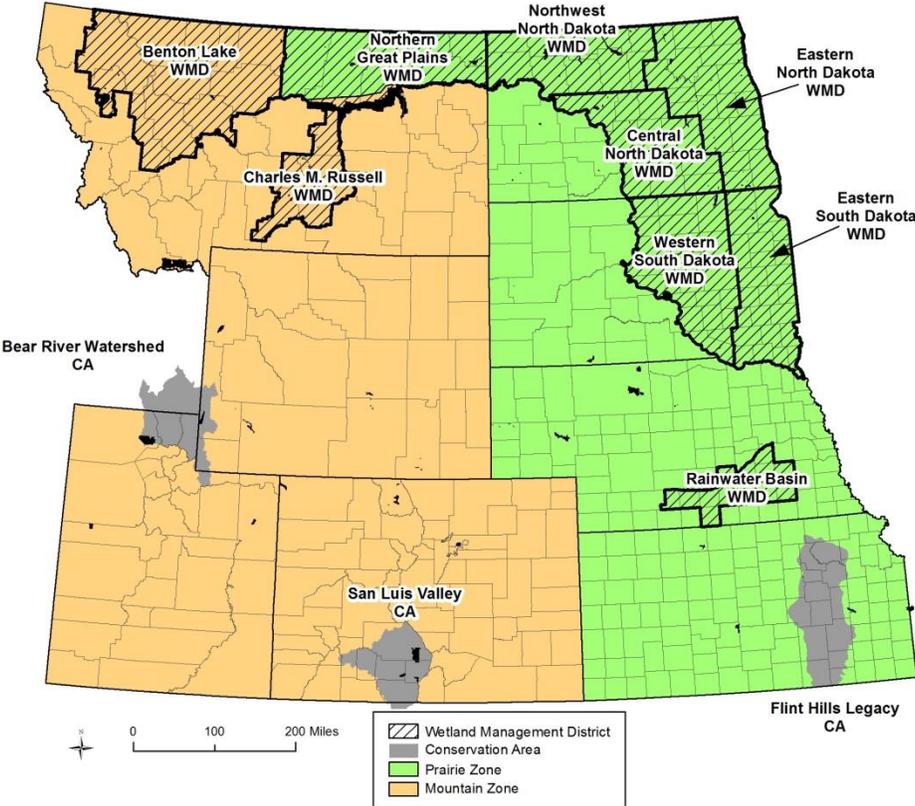


Figure 1 - Realignment Zones

PRAIRIE ZONE

The realigned Prairie Zone will encompass seven Wetland Management District Complexes, one Conservation Area, and one Urban Partnership.

Eastern South Dakota Wetland Management District Complex

- Madison WMD
- Waubay NWR
- Waubay WMD

Western South Dakota Wetland Management District Complex

- Huron WMD
- Karl E. Mundt NWR
- Lacreek WMD
- Lake Andes NWR
- Lake Andes WMD
- Sand Lake NWR
- Sand Lake WMD

NW North Dakota Wetland Management District Complex

- Crosby WMD
- Des Lacs NWR
- J. Clark Salyer NWR
- J. Clark Salyer WMD
- Lostwood NWR
- Lostwood WMD
- Upper Souris NWR

Central North Dakota Wetland Management District Complex

- Audubon NWR

- Audubon WMD
- Chase Lake WMD
- Long Lake NWR
- Long Lake WMD
- Kulm WMD

Eastern North Dakota Wetland Management District Complex

- Arrowwood NWR
- Arrowwood WMD
- Devils Lake WMD
- Sullys Hill National Game Preserve
- Tewaukon NWR
- Tewaukon WMD
- Valley City WMD

Northern Great Plains Wetland Management District Complex

- Bowdoin NWR
- Bowdoin WMD
- Medicine Lake NWR
- Northeast Montana WMD

Flint Hills Legacy Conservation Area

Kansas Urban Partnership

- Marais des Cygnes NWR
- Great Plains Nature Center

Kansas Waterfowl Complex

- Flint Hills NWR
- Quivira NWR

Sandhills National Wildlife Refuge Complex

- Crescent Lake NWR
- Lacreek NWR
- North Platte NWR
- Fort Niobrara NWR
- Valentine NWR

Rainwater Basin WMD Complex

- Rainwater Basin WMD

Eastern South Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Waubay NWR

Established in 1935 by Executive Order 7245 under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Dakota Grassland Conservation Area; Tallgrass Prairie WMA

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	Fire Management Specialist
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Bear Butte NWR**2017 Transition Priorities**

In 2017, an easement specialist position description will be developed. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. At Lake Andes NWR, the Division of Scientific Resources (DSR) will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options via an environmental assessment. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Heavy Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	
	Facilities Specialist (Pilot Program)	

NW North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer NWR

The Refuge was established in 1935 by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Upper Souris NWR

The Refuge was established in 1935 by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: Buffalo Lake NWR, Cottonwood Lake NWR, Lords Lake NWR, Lake Zahi NWR, Rabb Lake NWR, School Section Lake NWR, Shell Lake NWR, Willow Lake NWR, Wintering River NWR

2017 Transition Priorities

Easement specialist position description will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Heavy Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Heavy Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Heavy Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Senior Scientist	Senior Easement Enforcement Officer	Wildlife Refuge Specialist
Heavy Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
Heavy Equipment Operator		Range Technician
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE –

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Chase Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Appert Lake NWR, Bone Hill NWR, Canfield Lake NWR, Chase Lake NWR, Dakota Lake NWR, Florence Lake NWR, Halfway Lake, Hutchinson Lake NWR, Lake George NWR, Maple River NWR, North Dakota Wildlife Management Area Grassland Easement Program (proposed), Slade NWR, Springwater NWR, Sunburst Lake NWR, Hiddenwood NWR, McLean NWR, Lake Otis NWR, Camp Lake NWR, Lake Nettie NWR, Lost Lake NWR, Lake Ilo NWR, White Lake NWR, Stewart Lake NWR, Pretty Rock NWR, Lake Patricia NWR

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Heavy Equipment Operator	Wildlife Biologist	Park Ranger
		Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	Wildlife Refuge Specialist
	Range Management Specialist	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood Migratory Waterfowl Refuge in 1935 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devils Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 as a part of the National Park Service system. In 1914, appropriations were made for the creation of a big-game preserve within the park. In 1921, Executive Order 3596, transferred all lands within the boundaries of Sullys Hill National Park Game Preserve to the Service as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. The district also provides a northern staging area and habitat for migration.

Unstaffed: Brumba NWR, Hobart Lake NWR, Johnson Lake NWR, Kellys Slough NWR, Lake Alice NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Sibley Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stoney Slough NWR, Storm Lake NWR, Stump Lake NWR, Tomahawk NWR, Wild Rice NWR, Wood Lake NWR.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Heavy Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Heavy Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US by providing important breeding and stopover habitat for a diverse array of migratory birds.

Northeast Montana WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Black Coulee NWR, Creedman Coulee NWR, Hewitt Lake NWR, Lake Thibadeau NWR, Lamesteer NWR

2017 Transition Priorities

Create the Northern Great Plains Wetland Management District Complex (WMDC) by combining the Bowdoin and Northeast Montana WMDs and associated refuges. The WMDC will be managed by a single Project Leader with a shared budget and organization code. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area (FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

There are no transition priorities for this conservation area in 2017.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established in 1992 under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Regional Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information via an environmental assessment or habitat management plan. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Partnership		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. At Quivira NWR, the Division of Scientific Resources will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands via an environmental assessment or habitat management plan. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Heavy Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Biologist
Station Manager	Heavy Equipment Operator	Biologist
Station Manager		Biological Science Technician
Senior Scientist (Wetland Ecologist)		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order in 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge’s purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

Lacreek NWR

The Refuge was established in 1935 by Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: John and Louise Seier NWR

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Refuge Complex Project Leader position description. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Heavy Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE -

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		Career Seasonal)
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Range Ecologist	Wildlife Refuge Specialist	
	Wildlife Refuge Specialist	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin Wetland Management District Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMDC to increase management efficiencies.

Current Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	

MOUNTAIN ZONE

The realigned Mountain Zone encompasses six Complexes, two Wildlife Refuges, and one Conservation Area.

Central Sage/Steppe Conservation Complex

- Arapaho NWR
- Cokeville Meadows NWR
- Seedskaadee NWR

National Elk Refuge

Lower Green River Complex

- Browns Park
- Ouray NWR

Bear River Migratory Bird Refuge Complex

- Bear River Migratory Bird Refuge
- Fish Springs NWR

Charles M Russell NWR Complex

- Charles M Russell NWR

Red Rock Lakes NWR

Western Montana NWR Complex

- Benton Lake NWR
- Benton Lake WMD
- Lee Metcalf NWR
- Lost Trail NWR
- National Bison Range

Bear River Watershed Conservation Area

San Luis Valley NWR Complex

- Alamosa NWR
- Baca NWR
- Monte Vista NWR

Rocky Mountain Arsenal NWR Complex

- Rocky Flats NWR
- Rocky Mountain Arsenal NWR

Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Seedskafee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seedskafee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Unstaffed: Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, Pathfinder NWR

2017 Transition Priorities

Develop a position description and hire a Station Manager for Arapaho.

Current Staff Structure

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Seedskafee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Heavy Equipment Operator		Federal Wildlife Officer

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

Transition efforts will focus on engaging the community in discussions regarding reduced supplemental feeding of elk and developing plans for visitor facilities that align with the vision in the Comprehensive Conservation Plan.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Unstaffed: Colorado River Wildlife Management Area

2017 Transition Priorities

Hire Station Manager for Browns Park NWR in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Manager	Biological Science Technician
	Maintenance Mechanic	Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established in 1928 by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established in 1959 under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Heavy Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Heavy Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Visitor Services Specialist
Senior Scientist (Wetland Ecologist)	Facilities Manager	Visitor Services Specialist
	Senior Field Training Officer	

Charles M. Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Unstaffed: Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was transferred to the Service in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

Lost Trail NWR

Lost Trail was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam, the purpose of which is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation in Montana for bison presented to the United States by the American Bison Society for national bison conservation. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

Unstaffed: Blackfoot Valley Conservation Area, Nine-Pipe NWR, Pablo NWR, NW Montana WMD, Rocky Mountain Front Conservation Area, Swan River NWR, Swan Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, the Division of Scientific Resources will use existing information to identify priority wetland management activities via an environmental assessment or habitat management. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Heavy Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Federal Wildlife Officer

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Wildlife Refuge Specialist
Station Manager		Biological Science Technician

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Unstaffed: Sangre de Cristo Conservation Area, San Luis Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities via an environmental assessment or habitat management plan.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager		Visitor Services Specialist (0.5

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
		FTE - Career Seasonal)
Senior Scientist		Hydrological Technician
Heavy Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Unstaffed: Two Ponds NWR

2017 Transition Priorities

There are no transition priorities for 2017.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Park Ranger
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Heavy Equipment Operator	Park Ranger
	Wildlife Refuge Manager	Biological Science Technician
		Maintenance Worker

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer

Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Senior Federal Wildlife Officer	Maintenance Worker
Facilities Manager		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- Assistant Regional Director’s Office
- Division of Scientific Resources
- Partners for Fish and Wildlife
- Division of Realty
- Division of Incident Command System
- Habitat and Population Evaluation Team



Assistant Regional Director’s Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor and Deputy Refuge Supervisor position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge Supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscapes by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed habitat management plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist	Biologist Trainee	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning <i>*future staff is located in People, Planning, and Policy Division</i>		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	

Planning *future staff is located in People, Planning, and Policy Division		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager	Biologist Trainee	
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Complex through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty (DOR) provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, DOR serves a Refuge Lands management database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	Realty Specialist
Senior Realty Specialist	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office

<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Surveyor	

Realty – Huron Wetlands Acquisition Office

<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Assistant
	Realty Specialist	
	Realty Specialist	
	Senior Land Surveyor	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The Law Enforcement and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge System tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (ZFMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the States of Kansas and Nebraska in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Zone Fire Management Officer		

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources. In 2015, Region 3 and 6 signed a Memorandum of Understanding to consolidate their respective HAPET offices to increase efficiency and program delivery. The HAPET positions identified under the Future Staff Structure incorporates regional staffing commitments of the consolidated offices.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN and a supervisory fish and wildlife biologist (deputy HAPET chief) will be placed in Fergus Falls, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Supervisory Wildlife Biologist (Deputy Project Leader)	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Budget Analyst
	Wildlife Biologist	
	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additionally, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position description for Facilities Specialist.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	
	Facility Operations Specialist (FMC) (Vacant)	

Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	

Business Teams

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Program Manager (BT Lead)	Payroll/HR Specialist	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician	
	Budget Technician	
	Payroll/HR	
	Travel	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Travel	
	Travel	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief this year. We will develop a Division Chief position description.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provides advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

Directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. Manages the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Provides assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and provides assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within their Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of work within the Branch. Coordinates with the Headquarters Office and works on national programs, teams, and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

Provides facilities support to field stations within a Complex. Meets daily facilities management requirements and improves the facilities FRPP portfolio.

D

Data Managers (and Trainee Data Manager)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Division Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources and procures additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Chief

Provides leadership and support to Refuge System staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district or conservation area. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping of priority habitats for acquisition; coordinates with USDA field offices; meets with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate site development on easement properties; works with local governments on infrastructure needs; organizes and conducts easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a high level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to field stations within Complex. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service First)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G**Generalist**

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H**Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)**

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I**Inventory and Monitoring Coordinator**

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives, policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviews and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, corrects title problems, prepares monthly reports, prepares files for microfiche, and maintains the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within the Region. Assists with biological and habitat work as needed and directed to include; mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise in order to develop a variety of communication products. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via U.S. Government Publishing Office (GPO) contracts.

N**O****P****Paralegal Specialist**

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving issues or completing projects. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report.

Program Manager (Administration)

Supervises administrative staff, delegating and ensuring consistency of administrative work in the Regional Office. Coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q**R****Range Management Specialist**

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, trains refuge staff, trains and oversees Youth Corp crews, assists with inventories and assessment processes, provides Integrated Pest Management training, and provides technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personnel actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Regional I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assists stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development. Develops decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as a Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads Habitat Management Plan (HMP) development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan (IMP). Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and provides written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, and facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manages national wildlife refuge system lands where no deputy project leader exists. Possesses unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to

policy guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implements the Urban Standards of Excellence, and evaluates the effectiveness of their efforts. Supports existing urban partnerships and helps to develop new urban partnerships in key locations within the Region. Participates on national urban teams and leads an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of technical guidance for Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field Station)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station, typically under the supervision of a visitor services manager. For example, a visitor services specialist may manage volunteer programs and Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information to decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in Regions 3 and 6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting the fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X**Y****Youth Coordinator**

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z**Zone Biologists**

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provides multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scale survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (ZFMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.

Appendix A – Transition Priorities Table

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Prairie Zone			
Eastern South Dakota Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP; Deputy Refuge Supervisor	March 2017; End of FY?
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Western South Dakota Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP	March 2017
	Pilot a facilities specialist position for Western South Dakota WMD out of Huron, South Dakota.	C. Hotaling	Completed/in progress of evaluation
	Division of Scientific Resources to collaborate with Lake Andes NWR to identify priority information needs and evaluate improved wetland and upland management options.	K. Adams (Ecological Assessment and Mike Bryant)	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
NW North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge Supervisors	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
	Hire station Manager Crosby WMD	Project Leader Lostwood NWR Complex	January 2017
Central North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge SUP	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Hire Station Manager Long Lake NWR	Project Leader Audubon NWR Complex	January 2017
Eastern North Dakota WMD Complex	Develop easement specialist position description.	Team from Prairie Zone with Refuge Supervisor	March 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Northern Great Plains WMD Complex	Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges.	Refuge Supervisor	End of FY17, after PL hired.
	Hire Station Manager Medicine Lake	Refuge Supervisor	January 2017
	The WMD will be managed by a single Project Leader with a shared budget and organization code.	Need to evaluate how budget will be handled before determined	September 2017
	Develop an easement specialist position description.	Team from Prairie Zone with Refuge Supervisor	March 2017
	Develop an updated Project Leader position description.	Refuge Supervisor/Deputy Refuge Supervisor	June 2017
	Fill the Project Leader position.	Refuge Supervisor	September 2017
Kansas Urban Partnership	Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership.	Refuge Supervisor/Project Leader MDC; Boyle/Emmons	January 2017
	Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City.	Project Leader MDC; Project Leader	January 2017
	At Marais des Cygnes NWR, DSR will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information.	Project Leader/DSR Patrick Martin/Keenan Adams (Ecological Assessment)	June 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Kansas Waterfowl Complex	Pilot a “POD” concept for invasive species management and develop a transition plan for the complex and Zone.	Quivira Project Leader; Oldham/Boyle	September 2017
	At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. We will convert a Pathways Intern to an entry level Biologist position.	Oldham/Keenan Adams (Ecological Assessment), Refuge Supervisor	July 2017, On hold pending discussions regarding pathways program.
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Sandhills Refuge Complex	Realign all refuges within the Sandhills into a single management unit.	Refuge Supervisor; Boyle/Hicks	June 2017
	Develop a Sandhills Refuge Complex Project Leader position description.	Refuge Supervisor	June 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program..	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Rainwater Basin WMDC	Realign Kirwin NWR under the Rainwater WMDC to increase management efficiencies..	Refuge Supervisor; Boyle/Krohn	January 2017
Mountain Zone			
Central Sage/Steppe Conservation Complex	Develop a position description and hire a station manager for Arapaho.	Project leader Seedskaadee NWR/Refuge Supervisor	January 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
National Elk Refuge	We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk (Implement Step Down Plan)	Refuge Supervisor/ Project Leader	September 2017
	Hire Project Leader	Refuge Supervisor	January 2017
	Develop plans for visitor facilities that align with our vision for the future of the National Elk Refuge.	Refuge Supervisor, Visitor Services Chief, Project Leader	September 2017
Lower Green River Complex	Hire Station Manager Browns Park NWR	Project Leader	January 2017
Bear River Migratory Bird Refuge	We will revise a position description for and hire a Deputy Project Leader.	Project Leader; Barnett/Peterson	February 2017
	At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability.	DSR(Ecological Assessment)/Project Leader	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
Charles M. Russell NWR Complex	Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process..	Project leader, Zone Biologist, Station Biologist;	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Western Montana NWR Complex	In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities.	Rob Bundy/Keenan Adams (Ecological Assessment)	September 2017
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.	Refuge Supervisors / M. Haydon	Mid-February 2017 or Mid-April 2017
San Luis Valley NWR Complex	In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.	Project Leader/Refuge Supervisor	September 2017
Regional Office			
Regional Office / Assistant Regional Director's Office	We will revise the Refuge Supervisor, and Deputy Refuge Supervisor position descriptions.	DARD, Refuge Supervisor, Deputy Refuge Supervisor; ARD	March 2017
	We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.	ARD/DARD	January 2017
Division of Scientific Resources	Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise.	DSR (K. Adams)	Ongoing
	Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges.	DSR, Respective station Project Leaders	January 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs.	DSR, Respective station Project Leaders	Ongoing
	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.	DARD	January 2017
Partners for Fish and Wildlife	Hire an entry-level Biologist Trainee in Lewistown, MT	Regional Partners Coordinator	January 2017
	Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT	Regional Partners Coordinator	January 2017
	Transition "H2-O" WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area.	Regional Partners Coordinator/Refuge Supervisor	January 2017
	Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist	DARD/PFW/Peterson	March 2017
Division of Realty	We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.	G. Langer/Realty	February 2017
Division of Incident Command System / Fire	Implementation and staged hiring of prescribed fire specialists.	Carter	
	Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO).	Haydon	February 2017
	In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program.	Haydon	April 2017

FY 2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.	Haydon	September 2017
ICS/ Law Enforcement	We will pilot a line-supervision staff model for law enforcement in the States of Kansas and Nebraska in 2017 in support of the NWRS strategic planning effort.	Refuge Supervisor, Law Enforcement Chief, Zone Office Kansas; DARD	March 2017
Habitat and Population Evaluation Team	A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.	ARD	January 2017
Division of Operations / Facilities	Further develop pilot facilities position as a Complex Level Facilities Manager.	C. Hotaling	FY2017
	Develop a position description for a Regional Office Facilities Technician.	Refuge Supervisor, Branch Chief Facilities	FY 2017
Business Teams	We will transition to a regional business team without zone boundaries.	Gina	
Division of People, Planning, and Policy	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.	Acting Planning Branch Chief	January 2017
	We will fill the Planning and Policy Branch.	Acting Planning Branch Chief	September 2017
	We will develop a Division Chief position description.	Branch Chief Visitor Services, Acting Planning Branch Chief , DARD	FY 2017



MOUNTAIN ZONE

- Bear River Watershed Conservation Area
- San Luis Valley NWR Complex
 - [Alamosa NWR](#)
 - [Baca NWR](#)
 - [Monte Vista NWR](#)
 - [Sangre de Cristo Conservation Area, San Luis Valley Conservation Area - Unstaffed](#)
- Rocky Mountain Arsenal NWR Complex
 - [Rocky Flats NWR](#)
 - [Rocky Mountain Arsenal NWR](#)
 - [Two Ponds NWR](#)

The realigned Mountain Zone encompasses five Complexes, three Wildlife Refuges, one Collaborative, one Conservation Area, and one Wetland Management District/Refuge.

Central Sage/Steppe Conservation Collaborative

- [Seedskaadee NWR](#)
- [Cokeville Meadows NWR](#)
- [Arapaho NWR](#)
- [Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, and Pathfinder NWR - Unstaffed](#)

National Elk Refuge

Lower Green River Complex

- [Browns Park](#)
- [Ouray NWR](#)
- [Colorado River Wildlife Management Area - Unstaffed](#)

Bear River Migratory Bird Refuge Complex

- [Bear River Migratory Bird Refuge](#)
- [Fish Springs NWR](#)

Charles M Russell NWR/WMD

- [Charles M Russell NWR](#)
- [Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR - Unstaffed](#)

Red Rock Lakes NWR

Western Montana NWR Complex

- [Benton Lake NWR](#)
- [Benton Lake WMD](#)
- [Swan River NWR, Swan Valley Conservation Area - Unstaffed](#)
- [Lost Trail NWR](#)
- [Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD - Unstaffed](#)
- [Lee Metcalf NWR](#)
- [National Bison Range](#)



Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Swan River NWR, Swan Valley Conservation Area - Unstaffed

Lost Trail NWR

Lost Trail was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

Nine-Pipe NWR, Pablo NWR, NW Montana Lake County WMD, NW Montana - Flathead County WMD -- N/A – UNSTAFFED

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation, Montana for bison presented to the United States by the American Bison Society. Since that time, the refuge has played an important role in national bison conservation efforts. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Engineering Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Biological Science Technician
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist

U.S. Fish & Wildlife Service



REGION 6

NATIONAL WILDLIFE REFUGE SYSTEM

Realignment Strategy

Staffing Framework



A Message from Will

I want to share my thoughts on the realignment and this staffing framework in the context of our rich conservation history. Since the modest beginnings of the Refuge System at Pelican Island, employees of the National Wildlife Refuge System (NWRS) have been passionate about conserving wildlife and habitat. In fact, during the past century, Refuge System employees' commitment to wildlife conservation has never wavered – if anything, it grows.

While the Service's commitment to conservation has not changed in the last century; the ecological landscapes, types of Refuge "lands" we manage, and American society in general have changed a great deal. In the early years of the Refuge System, most refuges were thought of and managed as individual units, which focused more on managing wildlife than on landscapes or connecting people with wildlife. With passage of the National Wildlife Refuge System Improvement Act of 1997 (Improvement Act), the Refuge System underwent a key philosophical pivot from viewing refuges as isolated, individually managed units to viewing them as a system of lands that needed to be managed accordingly. The Improvement Act also highlighted the importance of wildlife-dependent recreation to American society.

A dozen or so years after passage of the Improvement Act, the U.S. Fish and Wildlife Service's *Conserving the Future* document, the Service's vision for the National Wildlife Refuge System, moved us another step forward in our evolution. *Conserving the Future* was developed by you and for you. It used what we learned from the past and considered the challenges we face in the future to determine our next steps as conservation leaders. As you remember, the three focus areas of *Conserving the Future* are wildlife and wildlands; a connected conservation constituency; and leading conservation in the future. Stepping this vision down to the Mountain-Prairie Region has been the driving force for the Region 6 NWRS program realignment.

Planning a change in how we do business is not a condemnation of the past. It is an acknowledgement that things have changed on the landscape and within our society. We are not alone in changing how we do business in the Refuge System; other regions are going through similar realignment efforts. The well-worn quote that "change is the only constant in life" is as true for the Refuge System and the U.S. Fish and Wildlife Service as it is for us as individuals. If we are to be effective leaders in conservation, we must adapt to keep pace with these changes.

The realignment planning process has been an arduous, and sometimes painful, process for all of us. The greatest challenges have been balancing the quality of our decisions with the need to achieve meaningful program changes while reducing uncertainty for everyone. There have been steps forward and backward. It has been emotional and stressful—for both personal and professional reasons. We are ready to move forward and realign our workforce.

In the final pages of *Conserving the Future* you will find a page titled, "A Final Call to Action." As it states on that page, *Conserving the Future* was built on the idea that the preservation of America's fish and wildlife must be a part of our shared future. The writer of that page, Cynthia Martinez, pushes us to add our own chapter and take our place among conservation heroes. This realignment is our chapter.

With thoughtful consideration of your family and personal career goals, I encourage you to remain informed, seek new opportunities, take on new challenges, and hold yourself and others accountable for achieving our collective goals in the continued evolution of our program. I invite you to begin the work of implementing this realignment.

Will Meeks, Assistant Regional Director
Mountain Prairie Region - National Wildlife Refuge System

Executive Summary

This framework is the culmination of more than 3 years of work on determining the most effective way to manage our system of lands across the Mountain-Prairie Region today and in the future. A flexible, nimble, well-trained workforce is the singular foundation to our success in our philosophical pivot to 21st-century conservation. As the Refuge System has and continues to evolve, so shall our knowledge, workforce, and management.

For that reason, this staffing framework is deliberately designed as a guidebook, not a cookbook. Used as designed, it is a component of the overall realignment strategy that will ensure we have the right people in the right places working on the right things.

The details you see in the framework are designed to align our workforce to meet three goals:

- 1) *Our People* – Attract, retain, and empower highly engaged, exceptional employees and leaders who reflect the rich diversity of the public whom we serve and who work together to accomplish the mission of the NWRS.
- 2) *Ecologically Sustainable Management* – Use modern technology and current conservation principles to manage our Refuge System lands in an ecologically sustainable manner.
- 3) *A Connected Conservation Community* – Provide experiences that help people find, appreciate, and engage with the natural world and its conservation on national wildlife refuges, conservation areas, and wetland management districts, as well as in their neighborhoods.

We will achieve these goals by focusing on seven regional NWRS priorities—our people, the five landscapes, and urban refuges/partnerships. The details about each priority can be found in the priorities document, a companion to the Realignment Strategy.

The decisions that led to this framework were made with the following needs in mind:

- 1) Focus on the vision. We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.
- 2) Support the seven regional NWRS priorities first. Resources should go to our people, the five landscapes, and urban refuges/partnerships first, but not exclusively.
- 3) Status quo is not an option. We cannot continue to operate with high numbers of vacant positions on organizational charts while we try to continue to do the work of those vacant positions—it is simply unsustainable. That approach puts the agency's mission above the health and well-being of our people. Instead, we need to think differently about how we deploy our workforce and how we package functions within positions. We will maximize the diversity of expertise and knowledge we have across the Region.
- 4) The scope of our active management commitment must shrink, even as our land base strategically grows. This is our new reality. While we have never actively managed every acre, it is clear that we must move away from actively managing some acreage that we currently oversee. This is the only way we will be able to address both today's priorities and tomorrow's opportunities.
- 5) While positions will be stationed at certain locations, all positions are considered regional assets.
- 6) Create a career ladder for more position types within the Region. The foundation of our workforce is our entry-level ladder positions; however, there must be positions that employees can aspire to as well.
- 7) Flip the pyramid. Our workforce is top heavy. We have far more upper-level positions than entry-level positions. Eliminate some upper-level positions to create more entry-level positions.

All employees can expect a gradual transition to a workforce that looks more like the one outlined in this document than the one we have today. The pace of that transition will be based on our ability to generate interest from well-qualified employees to consider voluntary reassignment to a new position, the number of employees eligible and willing to separate from the agency through a Voluntary Early Retirement Authority (VERA)/Voluntary Separation Incentive Payment (VSIP) program, possible directed reassignments, our ability to classify updated or new position descriptions, and sufficient budgets to make these changes. At this time, we **will not** seek reduction in force (RIF) authority.

In Year 1 of our transition (FY2017), every Project Leader will work with their staff, Refuge Supervisors, and Regional Office Divisions/Branches to complete a transition plan for the refuge(s) they manage. Some of the plans will be simple and easy to implement, while others will be quite extensive, expensive, and will take longer to implement. We will have to balance filling vacancies necessary to manage a transition workforce to get stations to ecological sustainability with those vacancies we need filled to manage at the current state. With this framework, nearly every station/office has a vacancy for a permanent position that needs to be filled. Determining which to fill first will require objectivity and discipline, considering our vast needs and determining the best way to achieve our goals and address our priorities. A transparent prioritization protocol is being developed to provide insight and accountability into the decision process for filling vacancies; the protocol will be completed and shared by December 15, 2016. In addition to this planning effort, some field stations and divisions have already identified specific actions to take during FY2017. These are identified in this document.

You are invited to use this framework to envision our future as a Region and your own future with a career in the Mountain-Prairie Region of the National Wildlife Refuge System.

Change Log

The following change log documents edits incorporated into the Realignment Strategy Staffing Framework.

Item Changed/Added	Reason	Person	Date
National Bison Range	Left out inadvertently	W. Meeks, ARD NWRS R6	11/2/16
General Edits; addition of unstaffed refuges	Document updates	D. Stevens, Writer-Editor R6	11/28/16
Added Appendixes A through D	Document updates	D. Stevens, Writer-Editor R6	11/30/16

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V 100

Visitor Services Manager (Branch of Visitor Services and Outreach) 100

Visitor Services Manager (Field Station)..... 100

Visitor Services Specialist (Field Station) 100

W 100

Waterfowl/Wetland System Coordinator..... 100

Wildlife Biologist..... 100

Wildlife Biologist Spatial Ecologist 100

Wildlife Biologist Spatial Ecologist/Landscape Data Management 100

Wildlife Refuge Specialist/Assistant Refuge Manager..... 101

Writer/Editor 101

X..... 101

Y..... 101

Youth Coordinator 101

Z..... 101

Zone Biologists 101

Zone Fire Management Officer (ZFMO)..... 101

Appendixes

- Appendix A – Transition Priorities Table
- Appendix B – Ecological Sustainability
- Appendix C – National Wildlife Refuge System – Regional Five year Priorities
- Appendix D – Refuge Program Realignment Decisions

Staffing Structure

The format of this document is designed to provide employees the ability to quickly find their station; look specifically at other stations for comparison; and/or consider different positions in the future. This document will be the foundation for making hiring decisions.

Position titles may look very different from the current to the future state. Our intent is to describe major functions in the future rather than use position titles. The *Common Personnel Functions* section of the document outlines the primary functions for each position "label" identified in the *Staffing Structure* section.

In order to aid comparison of current state with future state, the business team positions are not identified by station, but have an independent section. All business team positions will be considered regional assets and we will transition from a zone structure to a regional structure. These positions will be spread across the Region. It is our intent to have an administrative function at every staffed station

In the future, field stations will be administered in two zones: Prairie and Mountain. The map below illustrates the general geographic area encompassed in each zone.

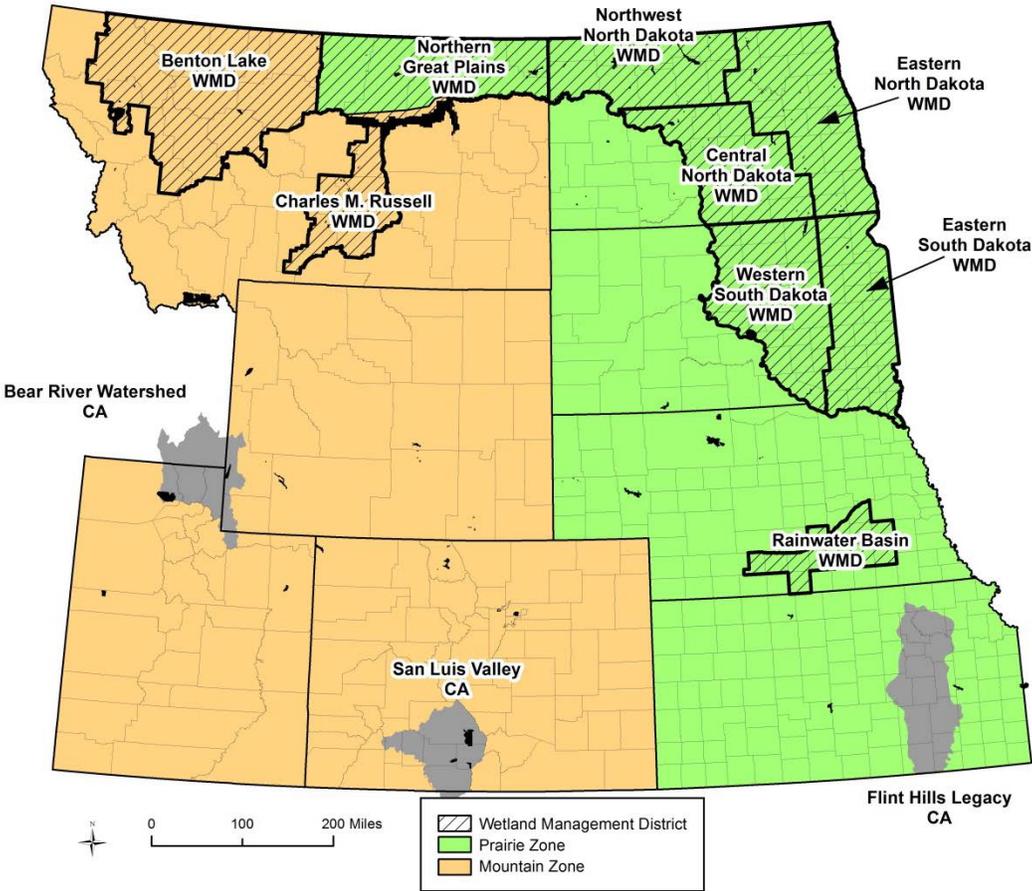


Figure 1 - Realignment Zones



PRAIRIE ZONE

The realigned Prairie Zone will encompass seven Wetland Management Districts, one Conservation Area, one Urban Partnership, and two Collaboratives.

- Eastern South Dakota WMD**
 - Madison WMD
 - Waubay NWR
 - Waubay WMD
- Western South Dakota WMD**
 - Humon WMD
 - Karl E. Mundt NWR
 - Lacreek NWR
 - Lacreek WMD
 - Lake Andes NWR
 - Lake Andes WMD
 - Sand Lake NWR
 - Sand Lake WMD
- NW North Dakota WMD**
 - Crosby WMD
 - Des Lacs NWR
 - J. Clark Salyer NWR
 - J. Clark Salyer WMD
 - Lostwood NWR
 - Lostwood WMD
 - Upper Souris NWR
- Central North Dakota WMD**
 - Audubon NWR
 - Audubon WMD
 - Chase Lake WMD
 - Long Lake NWR

- Long Lake WMD
- Kulm WMD
- Eastern North Dakota WMD**
 - Arrowwood NWR
 - Arrowwood WMD
 - Devils Lake WMD
 - Sullys Hill National Game Preserve
 - Tewaukon NWR
 - Tewaukon WMD
 - Valley City WMD

- Northern Great Plains WMD**
 - Bowdoin NWR
 - Bowdoin WMD
 - Medicine Lake NWR
 - Northeast Montana WMD

Flint Hills Legacy Conservation Area

- Kansas Urban Partnership**
 - Marais des Cygnes NWR
 - Great Plains Nature Center

- Kansas Waterfowl Collaborative**
 - Flint Hills NWR
 - Quivira NWR

- Sandhills Refuge Collaborative**
 - Crescent Lake NWR
 - North Platte NWR
 - Fort Niobrara NWR
 - Valentine NWR

- Rainwater Basin WMD**
 - Rainwater Basin WMD
 - Kirwin NWR

Eastern South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Madison WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Waubay NWR

Established in 1935 by Executive Order 7245 of President Roosevelt, under authority of the Migratory Bird Conservation Act, as a refuge and breeding ground for migratory birds and other wildlife.

Waubay WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Dakota Grassland Conservation Area; Tallgrass Prairie WMA

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Waubay NWR & Waubay WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Tractor Operator
	Wildlife Biologist	Maintenance Worker (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Tractor Operator (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator

Madison WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Senior Easement Enforcement Officer	Fire Management Specialist
	Maintenance Worker	Wildlife Refuge Specialist
	Wildlife Refuge Manager	Tractor Operator (0.5 FTE – Career Seasonal)

Future Staff Structure

Eastern South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Wildlife Biologist
Station Manager	Easement Specialist	Federal Wildlife Officer
Station Manager	Easement Specialist	Federal Wildlife Officer
Senior Scientist (Restoration Ecologist)	Equipment Operator	Wildlife Refuge Specialist
	Maintenance Worker	Easement Specialist
		Easement Specialist
		Easement Specialist
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)
		Biological/Range Technician (0.5 FTE - Career Seasonal)

Western South Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Huron WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Karl E. Mundt NWR

The Refuge was established in 1974 under the legislative authority of the Endangered Species Act by a donation of land from the National Wildlife Federation to protect an area hugging the eastern bank of the Missouri River in Gregory County, South Dakota, and Boyd County, Nebraska, for bald eagle habitat.

Lacreek NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt through Executive Order No. 7160 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Lacreek WMD

Lacreek WMD was established as part of the Small Wetlands Acquisition Program, in the 1950s, to save wetlands from various threats, particularly draining. The passage of Public Law 85-585, in August of 1958, amended the Migratory Bird Hunting and Conservation Stamp Act (Duck Stamp Act) of 1934, allowing for the acquisition of Waterfowl Production Areas and Easements for Waterfowl Management Rights (easements).

Lake Andes NWR

Established in 1936 by Executive Order 7292 and formally established in 1939 to preserve an important piece of shallow water and prairie habitats for waterfowl and other water birds.

Lake Andes WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sand Lake NWR

The Refuge was established in 1934 by Executive Order 6724 and 1935 by Executive Order 7169 under authority of the Migratory Bird Conservation Act for use and breeding ground for migratory birds, with emphasis on waterfowl and other water birds, and for the conservation of fish and wildlife resources.

Sand Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and

wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Bear Butte NWR

2017 Transition Priorities

In 2017, an easement specialist position description will be developed. A project leader position description will be revised for the Western South Dakota Project Leader position. The current stations will be restructured into one Wetland Management District. A facilities specialist position will be piloted for this WMD out of Huron, South Dakota. Lacreek will be managed out of this complex. At Lake Andes NWR, the Division of Scientific Resources (DSR) will collaborate with refuge staff to identify priority information needs and evaluate improved wetland and upland management options. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Sand Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Biological Science Technician
Heavy Equipment Operator	Fire Management Officer	Biological Science Technician (0.5 FTE – Career Seasonal)
Wildlife Refuge Manager	Senior Easement Enforcement Officer	
	Maintenance Worker	
	Wildlife Biologist	

Huron WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Maintenance Worker	
	Wildlife Biologist	

Lake Andes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	
	Wildlife Biologist	
	Maintenance Worker	

Future Staff Structure

Western South Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science/Range Technician
Senior Scientist (Range Specialist)	Maintenance Worker	Biological Science/Range Technician
Maintenance Worker	Maintenance Worker	Biological Science/Range Technician
	Maintenance Worker	Biological Science/Range Technician
	Senior Easement Enforcement Officer	
	Senior Easement Enforcement Officer	
	Public Affairs Officer	

NW North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crosby WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Des Lacs NWR

Established in 1935 by Executive Order 7154-A of President Franklin D. Roosevelt under the authority of the Migratory Bird Conservation Act and renamed in 1940 by Presidential Proclamation 2416. The refuge purpose is to provide a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7170 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

J. Clark Salyer WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lostwood NWR

Lostwood was established by Executive Order 7171 in 1935 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife. In 1975, a 5,577-acre Wilderness Area was established within the boundaries of the refuge.

Lostwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Upper Souris NWR

The Refuge was established in 1935 by President Franklin D. Roosevelt by Executive Order 7161 under the authority of the Migratory Bird Conservation Act as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: Buffalo Lake NWR, Cottonwood Lake NWR, Lords Lake NWR, Lake Zahi NWR, Rabb Lake NWR, School Section Lake NWR, Shell Lake NWR, Willow Lake NWR, Wintering River NWR

2017 Transition Priorities

Easement specialist position description will be developed. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

J. Clark Salyer NWR/Upper Souris NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Wildlife Refuge Manager	Wildlife Biologist	Office Clerk (0.5 FTE – Career Seasonal)
	Maintenance Worker	Wildlife Refuge Specialist
	Heavy Equipment Operator	Biological Science Technician
	Wildlife Refuge Manager	Office Support Assistant
	Heavy Equipment Operator	Supervisor Range Tech (Fire)

Lostwood WMD/Lostwood NWR/Des Lacs NWR/Crosby WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire & Fuels)
Heavy Equipment Operator	Wildlife Refuge Manager	Wildlife Refuge Specialist
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Biologist	Biological Science Technician
	Wildlife Refuge Manager	Biological Science Technician

Future Staff Structure

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Range Technician
Station Manager	Maintenance Worker	Easement Specialist
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Senior Scientist	Senior Easement Enforcement	Wildlife Refuge Specialist

NW North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Officer	
Heavy Equipment Operator	Senior Field Training Officer	Wildlife Refuge Specialist
Heavy Equipment Operator		Range Technician
		Wildlife Biologist
		Easement Specialist
		Tractor Operator (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)
		Biological Science Technician (0.5 FTE – Career Seasonal)

Central North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Audubon NWR

The Refuge was established as Snake Creek National Wildlife Refuge in 1955 under the Fish and Wildlife Coordination Act by cooperative agreement between the U.S. Fish and Wildlife Service and the Department of Army. Snake Creek National Wildlife Refuge was renamed in 1967 to honor early explorer and naturalist John James Audubon. It was developed to compensate for habitat lost when Garrison Dam flooded Missouri River bottomlands, and provides habitat for a wide variety of wildlife.

Audubon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Chase Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Long Lake NWR

Established on 1932 by President Herbert Hoover through Executive Order No. 5808 as a refuge and breeding ground for migratory birds and wild animals; and under the Migratory Bird Conservation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Long Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Kulm WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Appert Lake NWR, Bone Hill NWR, Canfield Lake NWR, Chase Lake NWR, Dakota Lake NWR, Florence Lake NWR, Halfway Lake, Hutchinson Lake NWR, Lake George NWR, Maple River NWR, North Dakota Wildlife Management Area Grassland Easement Program (proposed), Slade NWR, Springwater NWR, Sunburst Lake NWR, Hiddenwood NWR, McLean NWR, Lake Otis NWR, Camp Lake NWR, Lake Nettie NWR, Lost Lake NWR, Lake Ilo NWR, White Lake NWR, Stewart Lake NWR, Pretty Rock NWR, Lake Patricia NWR

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Audubon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
Heavy Equipment Operator	Wildlife Biologist	Park Ranger
		Biological Science Technician
	Supervisory Wildlife Refuge Specialist	Biological Science Technician
	Maintenance Worker	Wildlife Refuge Specialist
	Rangeland Management Specialist	

Chase Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager		Wildlife Refuge Specialist
		Maintenance Worker

Kulm WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Biological Science Technician
	Wildlife Biologist	Biological Science Technician

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
	Maintenance Worker	

Long Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	
	Wildlife Refuge Manager	

Future Staff Structure

Central North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Easement Specialist	Federal Wildlife Officer
Station Manager	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Easement Specialist	Biological Science Technician
Station Manager	Maintenance Worker	Range Management Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Equipment Engineering Operator	Maintenance Worker	Biological Science Technician
Senior Scientist	Easement Specialist	Range Management Specialist
		Wildlife Refuge Specialist
		Biological Science Technician
		Range Management Specialist
		Wildlife Refuge Specialist (0.5 FTE)

Eastern North Dakota WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arrowwood NWR

Established as Arrowwood NWR in 1940 by Executive Order 7168 and renamed by Presidential Proclamation 2416, under the Migratory Bird Conservation Act, for use by migratory birds with emphasis on waterfowl and other water birds; the conservation of fish and wildlife resources; use as an inviolate sanctuary; or for any other management purposes, for migratory birds; and as a refuge and breeding ground for migratory birds and other wildlife.

Arrowwood WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Devils Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Sullys Hill National Game Preserve

Established by Presidential Proclamation No. 32 by President Roosevelt on 1904, as a part of the National Park Service system. On 1914, appropriations were made for the creation of a big-game preserve within the park. On 1921, President Warren Harding, by Executive Order 3596, ordered that all lands within the boundaries of Sullys Hill National Park Game Preserve be reserved and set apart as a refuge and breeding grounds for birds.

Tewaukon NWR

Established in 1945 by Administrative order under the authority of the Migratory Bird Conservation Act for the primary purpose of supporting migratory birds and other wildlife.

Tewaukon WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Valley City WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Brumba NWR, Hobart Lake NWR, Johnson Lake NWR, Kelly's Slough NWR, Lake Alice NWR, Lake Ardoch NWR, Lambs Lake NWR, Little Goose NWR, Pleasant Lake NWR, Rock Lake NWR, Rose Lake NWR, Sibley Lake NWR, Silver Lake NWR, Snyder Lake NWR, Stoney Slough NWR, Storm Lake NWR, Stump Lake NWR, Tomahawk NWR, Wild Rice NWR, Wood Lake NWR.

2017 Transition Priorities

In 2017, an easement specialist position description will be developed as well as all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Tewaukon NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Federal Wildlife Officer
Heavy Equipment Operator	Wildlife Biologist	
	Maintenance Worker	

Arrowwood NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Tractor Operator
Wildlife Refuge Manager	Fire Management Officer	

Devils Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Fire Management Specialist (Prescribed Fire/Fuels)
Wildlife Refuge Manager	Wildlife Biologist	Range Technician (0.5 FTE – Career Seasonal)
	Park Ranger (Visitor Services Manager)	
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Maintenance Mechanic	
	Heavy Equipment Operator	
	Wildlife Refuge Manager	
	Senior Easement Enforcement Officer	

Valley City & Arrowwood WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Refuge Manager	Lead Range Technician (0.5 FTE – Career Seasonal)
	Wildlife Refuge Specialist	
	Senior Easement Enforcement Officer	
	Wildlife Refuge Specialist	

Future Staff Structure

Eastern North Dakota WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Senior Easement Enforcement Officer	Federal Wildlife Officer
Station Manager	Easement Specialist	Easement Specialist
Station Manager	Easement Specialist	Wildlife Refuge Specialist
Heavy Equipment Operator	Easement Specialist	Wildlife Refuge Specialist
	Easement Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Mechanic	Wildlife Biologist

Northern Great Plains WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bowdoin NWR

The Refuge was established in 1936 by Executive Order 7299 to serve as an important staging and nesting area for migrating waterfowl, shorebirds, sandhill cranes, and other migratory birds.

Bowdoin WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Medicine Lake NWR

Established in 1935 as Medicine Lake Migratory Waterfowl Refuge (MWR) by Executive Order 7148, and renamed in 1940 by Presidential Proclamation 2416, was set aside to protect the wildlife heritage of the US and it provides important breeding and stopover habitat for a diverse array of migratory birds.

Northeast Montana WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation’s duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Unstaffed: Black Coulee NWR, Creedman Coulee NWR, Hewitt Lake NWR, Lake Thibadeau NWR, Lamesteer NWR

2017 Transition Priorities

Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges. The WMD will be managed by a single Project Leader with a shared budget and organization code. This complex is oriented to support two priorities—prairie pothole and sagebrush conservation efforts. To improve delivery and efficiency of easement administration and overall Prairie Pothole Region conservation, the WMD will be combined with the Prairie Zone. An easement specialist position description will be developed. We also will develop an updated position description for the Project Leader and fill this position.

Current Staff Structure

Bowdoin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	

Medicine Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Northern Great Plains WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Biologist	Easement Specialist
	Maintenance Worker	Wildlife Refuge Specialist

Flint Hills Legacy Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills Legacy Conservation Area (FHLCA) was established administratively in 2011 with an easement donation using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j). FHLCA seeks to maintain the integrity of tallgrass habitat and trust resources including native grassland birds, more than 80 species of native fish, and native mollusks.

2017 Transition Priorities

We will develop a Project Leader position description.

Current Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Flint Hills Legacy Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

Kansas Urban Partnership

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Marais des Cygnes NWR

Established under the authorities of the Fish and Wildlife Act and the Emergency Wetland Resources Act to protect bottomland hardwood habitats along the Marais des Cygnes River in Linn County, Kansas, for the development, advancement, management, conservation, and protection of fish and wildlife resources, and to promote the conservation of migratory waterfowl and to offset or prevent the serious loss of wetlands by the acquisition of wetlands and other essential habitat.

2017 Transition Priorities

Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership. Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City. At Marais des Cygnes NWR, the Division of Scientific Resources (DSR) will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Marais Des Cygnes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Budget Analyst	Wildlife Refuge Specialist
	Maintenance Mechanic	Assistant Fire Management Officer
		Federal Wildlife Officer

Great Plains Nature Center		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Visitor Services Specialist	

Future Staff Structure

Kansas Urban Partnership		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Biological Science Technician
Visitor Services Manager	Visitor Services Specialist	Visitor Services Specialist
		Visitor Services Specialist
		Federal Wildlife Officer

Kansas Waterfowl Collaborative

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Flint Hills NWR

Established in 1966 under the authority of the Fish and Wildlife Conservation Act to be administered by the Secretary of the Interior directly or in accordance with cooperative agreements and in accordance with such rules and regulations for the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon.

Quivira NWR

Established in 1955 under the authority of the Migratory Bird Conservation Act to provide migration, wintering, nesting, resting, and feeding habitat for migratory birds along the Central Flyway of North America, and to develop, advance, manage, conserve, and protect fish and wildlife resources.

2017 Transition Priorities

Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone. We will convert a Pathways Intern to an entry level Biologist position. At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Quivira NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Wildlife Refuge Specialist
Wildlife Refuge Manager	Fire Management Officer	Office Assistant
	Visitor Services Specialist	
	Maintenance Worker	
	Maintenance Worker	

Flint Hills NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Biological Science Technician
Heavy Equipment Operator	Supervisory Wildlife Refuge Specialist	Range Technician (Fire)
	Maintenance Mechanic	

Future Staff Structure

Kansas Waterfowl Collaborative		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Biologist
Station Manager	Heavy Equipment Operator	Biologist
Station Manager		Biological Science Technician
		Federal Wildlife Officer

Sandhills Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Crescent Lake NWR

Most lands were acquired or exchanged in 1935 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds. Approximately 2,566 acres were acquired under the Resettlement Administration (Executive Order 7027), a drought and depression relief program.

Fort Niobrara NWR

Fort Niobrara was established by Executive Order 1912 as a preserve and breeding ground for native birds. Its purpose was expanded later that same year to include the preservation of bison and elk herds representative of those that once roamed the Great Plains. In 1976, under the Wilderness Act of 1964, a portion of Fort Niobrara was designated a Wilderness Area, expanding the refuge’s purpose to include management of the wilderness with equal consideration in management decisions. In 1982 and 1991, respectively, a portion of the Niobrara River (within the Refuge) was designated a National Canoe trail by Congress and a 76-mile stretch was designated scenic under the National Wild and Scenic Rivers Act.

North Platte NWR

The Refuge was established in 1916 by Executive Order 2446 as a preserve and breeding ground for native birds primarily because of its importance to migrating and wintering waterfowl, bald eagles, and other migratory birds. Since the Refuge is superimposed over Bureau of Reclamation lands, the refuge remains subordinate to Reclamation service uses.

Valentine NWR

Established in 1935 by Executive Order No. 7142 to serve as a refuge and breeding ground for migratory birds and other wildlife.

Unstaffed: John and Louise Seier NWR

2017 Transition Priorities

Realign all refuges within the Sandhills into a single management unit. Develop a Sandhills Collaborative Project Leader position description. Lacreek WMD will be managed by the Western South Dakota WMD Complex. Redirect approximately 20 percent of one Partners for Fish and Wildlife (PFW) employee’s time to support North Platte and Crescent Lake NWRs. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Supervisory Range Technician (Fire)
Heavy Equipment Operator	Wildlife Biologist	Federal Wildlife Officer
Wildlife Refuge Manager	Maintenance Worker	Range Technician (0.5 FTE - Career Seasonal)

Fort Niobrara NWR Complex (including Valentine NWR/John and Louise Seier NWR)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Biologist	
	Maintenance Worker	
	Fire Management Officer	
	Maintenance Worker	

Lacreek NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Wildlife Refuge Specialist	
	Maintenance Worker	

Crescent Lake NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Sandhills Refuge Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Senior Field Training Officer	Visitor Services Specialist (0.5 FTE - Career Seasonal)
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Station Manager	Maintenance Worker	
Range Ecologist	Wildlife Refuge Manager	
	Wildlife Refuge Manager	
	Maintenance Worker (0.5 FTE - Career Seasonal)	
	Maintenance Worker	
	Maintenance Worker (0.5 FTE - Career Seasonal)	

Rainwater Basin WMD

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rainwater Basin WMD

Established in 1963 under the authorities of the Migratory Bird Conservation Act, the Migratory Bird Hunting and Conservation Stamp Act, the Consolidated Farm and Rural Development Act, the Emergency Wetlands Resources Act, and Public Land Orders 6979, and 7206 for a wide range of conservation purposes. The purposes of the WMD include protection of waterfowl production areas; any other management purposes for migratory birds; to acquire additional small wetland and pothole areas to be designated as “Waterfowl Production Areas”; to restore and develop adequate wildlife habitat; for conservation purposes; and to promote the conservation of the wetlands of the Nation in order to maintain the public benefits they provide and to help fulfill international obligations of various migratory bird treaties and conventions with Canada, Mexico, Japan, Russia, and with various countries in the Western Hemisphere.

Kirwin NWR

Kirwin was established under the authority of the Fish and Wildlife Coordination Act for the purpose of the conservation, maintenance, and management of wildlife, resources thereof, and its habitat thereon, with an emphasis on migratory birds.

2017 Transition Priorities

Realign Kirwin NWR under the Rainwater WMD to increase management efficiencies.

Current Staff Structure

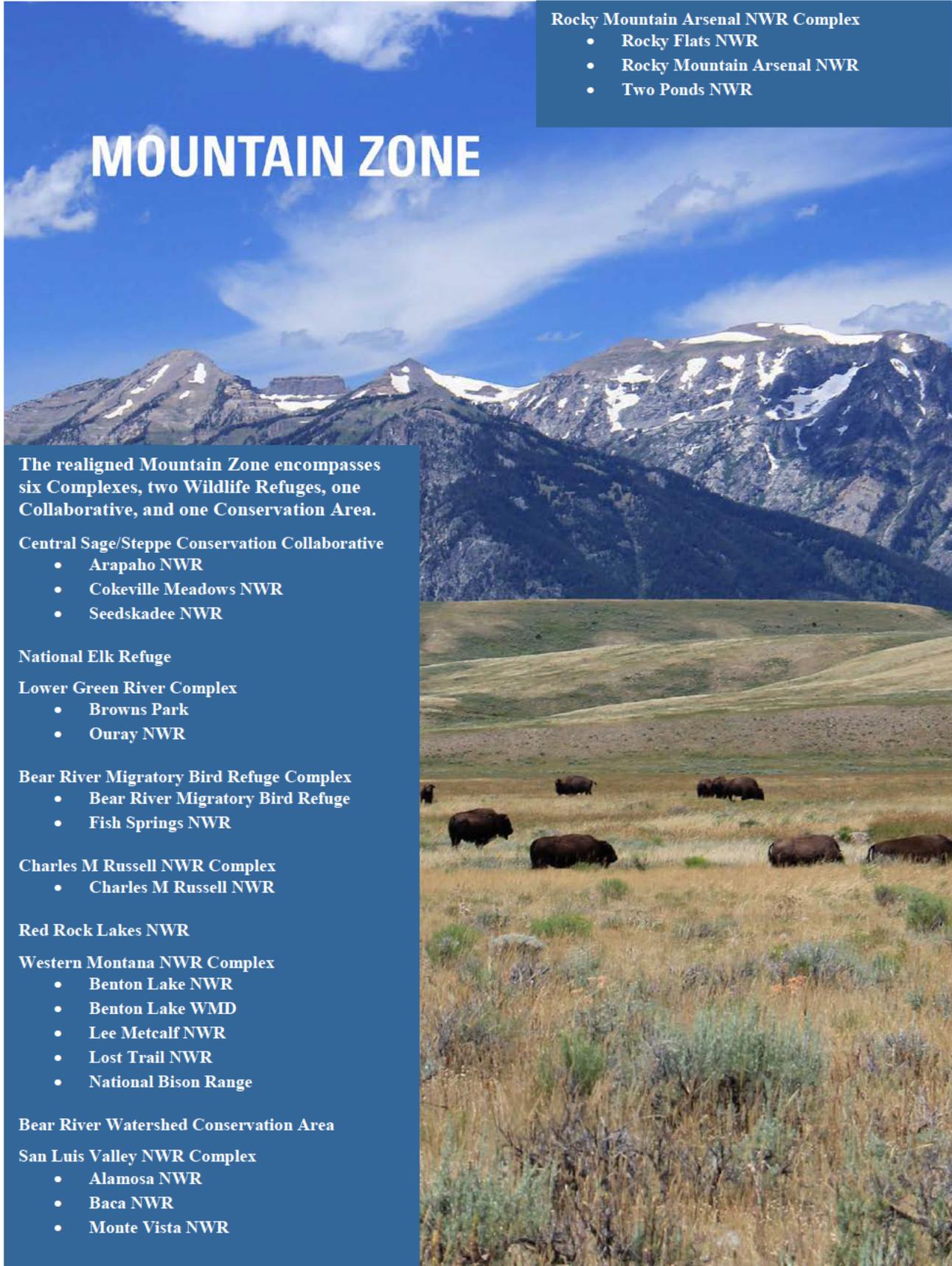
Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Wildlife Biologist	Office Support Assistant
	Maintenance Worker	Biological Science Technician
		Range Technician
		Range Technician (Fire)

Kirwin NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Federal Wildlife Officer

Future Staff Structure

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Wetland Restoration Ecologist	Wildlife Refuge Specialist

Rainwater Basin WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Maintenance Worker	Biological Science Technician
	Maintenance Worker (0.5 FTE - Career Seasonal)	Wildlife Refuge Specialist
	Senior Easement Enforcement Officer	Biological Science Technician (0.5 FTE - Career Seasonal)
	Maintenance Worker	



MOUNTAIN ZONE

- Rocky Mountain Arsenal NWR Complex
- Rocky Flats NWR
 - Rocky Mountain Arsenal NWR
 - Two Ponds NWR

The realigned Mountain Zone encompasses six Complexes, two Wildlife Refuges, one Collaborative, and one Conservation Area.

Central Sage/Steppe Conservation Collaborative

- Arapaho NWR
- Cokeville Meadows NWR
- Seedskaadee NWR

National Elk Refuge

Lower Green River Complex

- Browns Park
- Ouray NWR

Bear River Migratory Bird Refuge Complex

- Bear River Migratory Bird Refuge
- Fish Springs NWR

Charles M Russell NWR Complex

- Charles M Russell NWR

Red Rock Lakes NWR

Western Montana NWR Complex

- Benton Lake NWR
- Benton Lake WMD
- Lee Metcalf NWR
- Lost Trail NWR
- National Bison Range

Bear River Watershed Conservation Area

San Luis Valley NWR Complex

- Alamosa NWR
- Baca NWR
- Monte Vista NWR

Central Sage/Steppe Conservation Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Arapaho NWR

Established by Administrative Order in 1967 under the authority of the Migratory Bird Conservation Act and the Fish and Wildlife Act for the development, advancement, management, conservation, and protection of fish and wildlife resources and for uses as an inviolate sanctuary for migratory birds.

Cokeville Meadows NWR

Established in 1993 under the authorities of the Emergency Wetland Resources Act, the Fish and Wildlife Act, and the Migratory Bird Conservation Act for the conservation of the wetlands of the nation, in order to maintain the public benefits they provide and to help fulfill international obligations contained in various migratory bird treaties and conventions, as well as for use as an inviolate sanctuary for migratory birds.

Seedskafee NWR

Established in 1965 through the Colorado River Storage Project Act of 1956 as a refuge for the establishment of wildlife habitat development areas to offset the loss of wildlife habitat resulting from reservoir development in the Colorado River Drainage. The Seedskafee Reclamation Act of 1958 specifically authorized acquisition of lands for the refuge. The principal purpose of the refuge is to provide for the conservation, maintenance, and management of wildlife resources and its habitat including the development and improvement of such wildlife resources (Fish and Wildlife Coordination Act). Additionally, the Refuge is charged to protect the scenery, cultural resources, and other natural resources and provide for public use and enjoyment of compatible wildlife-dependent activities (Colorado River Storage Act).

Unstaffed: Bamforth NWR, Hutton Lake NWR, Mortenson Lake NWR, Pathfinder NWR

2017 Transition Priorities

Realign all refuges into a single management unit. Develop a position description and hire a station manager for Arapaho. Develop sage ecologist position description.

Current Staff Structure

Arapaho NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Wildlife Refuge Specialist	
	Wildlife Biologist	

Seedskafee NWR/Cokeville Meadows NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	Wildlife Refuge Specialist
Heavy Equipment Operator		Federal Wildlife Officer

Future Staff Structure

Central Sage/Steppe Conservation Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Biological Science Technician
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Sage Ecologist)		

National Elk Refuge

Enabling Purpose of the National Wildlife Refuge/Wetland Management

District/Conservation Area

Established in 1912 as a winter game (elk) reserve. Over the years its purpose has been broadened to include refuge and breeding grounds for birds (Executive Orders 3596 and 3741), for grazing of, and as a refuge for, American elk and other big game animals, for the conservation of fish and wildlife (Fish and Wildlife Act of 1956), and opportunities for wildlife-oriented recreational development oriented to fish and wildlife, the protection of natural resources, and the conservation of threatened or endangered species (Refuge Recreation Act).

2017 Transition Priorities

Transition efforts will focus on engaging the community in discussions regarding reduced artificial feeding of elk and developing plans for visitor facilities that align with the vision in the Comprehensive Conservation Plan.

Current Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Mechanic	Law Enforcement Officer
Wildlife Refuge Manager	Outdoor Recreation Planner	Park Ranger/VS
Heavy Equipment Operator	Wildlife Biologist	Biological Science Technician

Future Staff Structure

National Elk Refuge		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Facilities Manager	Visitor Services Specialist
Deputy Project Leader	Maintenance Mechanic	Visitor Services Specialist
Visitor Services Manager	Senior Federal Wildlife Officer	Visitor Services Specialist

Lower Green River Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Browns Park NWR

Formally established by Public Land Order 4973 in 1970 under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act to provide sanctuary for migratory birds, suitable fish and wildlife dependent recreation, protection of natural resources, and conservation of endangered and threatened species.

Ouray NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

Unstaffed: Colorado River Wildlife Management Area

2017 Transition Priorities

There are no transition priorities for this complex in 2017.

Current Staff Structure

Ouray NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Law Enforcement Officer
	Wildlife Biologist	
	Budget Analyst	

Browns Park NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Wildlife Refuge Manager	Biological Science Technician
	Maintenance Mechanic	Wildlife Refuge Specialist

Future Staff Structure

Lower Green River Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager		
Senior Scientist (Riparian Ecologist-Habitat Restoration)		

Bear River Migratory Bird Refuge Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Bear River Migratory Bird Refuge (MBR)

Established by Presidential Proclamation (Public Law 304 of the 70th Congress) as a suitable refuge, feeding, and breeding grounds for migratory wildfowl.

Fish Springs NWR

Established under authority of the Migratory Bird Conservation Act by the Migratory Bird Conservation Commission for use as an inviolate sanctuary, or for any other management purpose, for migratory birds.

2017 Transition Priorities

We will revise a position description for and hire a Deputy Project Leader. At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Bear River MBR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Zone Assistant Fire Management Officer
Wildlife Refuge Manager	Heavy Equipment Operator	Supervisory Range Technician (Fire)
	Maintenance Worker	Supervisory Range Technician (Fire)
	Law Enforcement Officer	Wildlife Refuge Specialist
	Heavy Equipment Operator	Land Management Officer (Student Trainee)
	Park Ranger/Visitor Services Manager	
	Fire Management Officer	

Fish Springs NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Maintenance Worker	
	Maintenance Worker (0.5 FTE – Career Seasonal)	

Future Staff Structure

Bear River MBR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Heavy Equipment Operator	Visitor Services Specialist
Visitor Services Manager	Maintenance Worker	Visitor Services Specialist
Senior Scientist (Wetland Ecologist)	Facilities Manager	Visitor Services Specialist
	Senior Field Training Officer	

Charles M Russell NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Charles M. Russell NWR

Established in 1936 by Executive Order 7509 as Fort Peck Game Range. Renamed Charles M. Russell NWR in 1978 to provide natural forage resources first to sustain 400,000 sharp-tail grouse, 1,500 antelope the primary species, and non-predatory secondary species in numbers to maintain a balanced wildlife population, and second to be available for domestic livestock. Additional legislation and mandates exist between the Service and the U.S. Army Corps of Engineers for the operation of the Fort Peck Dam and Reservoir.

Unstaffed: Charles M. Russell WMD, Hailstone NWR, Grass Lake NWR, Lake Mason NWR, War Horse NWR, UL Bend NWR

2017 Transition Priorities

Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
Wildlife Biologist	Fire Management Officer	Wildlife Refuge Specialist
Wildlife Refuge Manager	Law Enforcement Officer (Canine)	Maintenance Foreman
Maintenance Foreman	Supervisory Wildlife Refuge Specialist	Wildlife Refuge Specialist
	Airplane Pilot	Natural Resources Specialist
	Wildlife Biologist	Assistant Fire Management Officer
	Maintenance Worker	Wildlife Refuge Specialist
		Law Enforcement Officer
		Wildlife Biologist
		Office Assistant
		Wildlife Refuge Specialist
		Supervisory Range Technician

Future Staff Structure

Charles M Russell NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Mechanic	Federal Wildlife Officer
Station Manager	Senior Wildlife Canine Officer	Federal Wildlife Officer
Senior Scientist (Range Ecologist)		
Station Manager		

Red Rock Lakes NWR

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Red Rock Lakes NWR

Initially, established in 1935 by Executive Order 7023 to be a refuge and breeding ground for wild birds and animals, the refuge’s conservation role has continued to expand over the years to include conservation and recovery of imperiled migratory land birds.

2017 Transition Priorities

There are no transition priorities for this Refuge in 2017.

Current Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	
	Maintenance Worker	
	Wildlife Refuge Specialist	

Future Staff Structure

Red Rock Lakes NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager		Wildlife Refuge Specialist
		Biologist

Western Montana NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Benton Lake NWR

Originally owned and managed by the Bureau of Reclamation as part of the Sun River Reclamation Project, the refuge was withdrawn from the public domain in 1929 by Executive order 5228 and became part of the Refuge System.

Benton Lake WMD

Established to manage lands purchased under the authorities of the Migratory Bird Hunting and Conservation Stamp Act and the Migratory Bird Treaty Act to protect wetland and grassland habitat that is critical to our nation's duck population. Major objectives include wetland preservation, waterfowl and wildlife production, and maintenance of breeding grounds for migratory birds. The district also provides a northern staging area and habitat for migration.

Lee Metcalf NWR

Established in 1964 by Administrative Order under the authorities of the Migratory Bird Conservation Act and the Refuge Recreation Act for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for incidental fish and wildlife oriented recreational development, for the protection of natural resources, and for the conservation of endangered species or threatened species.

Lost Trail NWR

Lost Trails was established by Administrative Order under the authorities of the Migratory Bird Conservation Act, the Fish and Wildlife Act, the Refuge Recreation Act, the Fish and Wildlife Coordination Act, and the Endangered Species Act. The purposes of the refuge are for use as an inviolate sanctuary, or for any other management purpose, for migratory birds; for the development, advancement, management, conservation, and protection of fish and wildlife resources; for the incidental fish and wildlife-oriented recreational development, the protection of natural resources, the conservation of endangered species or threatened species; and for the conservation and enhancement of fish and wildlife. Parts of the refuge are mitigative properties in lieu of losses to Flathead WPA from operations of Kerr Dam. The purpose of those parts is to protect and maintain wetland habitat for migratory birds, other animals, and plants.

National Bison Range

Established on May 23, 1908 by Public law 60-136 from unallotted lands within the Flathead Indian Reservation, Montana for bison presented to the United States by the American Bison Society. Since that time, the refuge has played an important role in national bison conservation efforts. Executive Order 3596 (December 22, 1921) also reserved the area as a refuge for migratory birds.

Unstaffed: Blackfoot Valley Conservation Area, Nine-Pipe NWR, Pablo NWR, NW Montana WMD, Rocky Mountain Front Conservation Area, Swan River NWR, Swan Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities. In 2017 all full-time, not dual-function, fire positions will be realigned into a supervisory structure under the fire program. See the Fire program section for more information on first year transition.

Current Staff Structure

Benton Lake NWR & Benton Lake WMD		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Refuge Manager	Assistant Fire Management Officer
	Supervisory Wildlife Refuge Specialist	Federal Wildlife Officer
	Wildlife Biologist	Wildlife Refuge Specialist
	Wildlife Refuge Specialist	Biological Science Technician (0.5 FTE – Career Seasonal)
	Maintenance Worker	Biological Science Technician (0.5 FTE – Career Seasonal)

Lee Metcalf NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	
	Maintenance Worker	

Lost Trail NWR		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	

National Bison Range		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Range Technician
Wildlife Refuge Manager	Heavy Equipment Operator	Maintenance Worker
Wildlife Biologist	Maintenance Worker	Maintenance Worker
	Wildlife Biologist	
	Federal Wildlife Officer	

Future Staff Structure

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Worker	Federal Wildlife Officer
Station Manager	Wildlife Refuge Specialist	Federal Wildlife Officer

Western Montana NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Senior Scientist (Wetland Ecologist)	Wildlife Refuge Specialist	Wildlife Refuge Specialist
Station Manager	Senior Federal Wildlife Officer	Wildlife Refuge Specialist
Station Manager		Biological Science Technician

Bear River Watershed Conservation Area

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Bear River Watershed Conservation Area (BRWCA) was administratively established on June 28, 2016 using the acquisition authority of the Fish and Wildlife Act of 1956 (16 U.S.C.742a–j) and is a Region 6 NWRs priority. BRWCA seeks to protect priority habitat for wildlife resources native species such as the American avocet, Bonneville cutthroat-trout, greater sage-grouse, and sage thrasher.

2017 Transition Priorities

We will develop a project leader position description.

Current Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>

Future Staff Structure

Bear River Watershed Conservation Area		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader		

San Luis Valley NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Alamosa NWR

The Refuge was established in 1965 by Public Land Order 3899 under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Baca NWR

Authorized in 2000 by Public Law 106-530 as part of the Great Sand Dunes National Park and Preserve Act, the role of the Refuge in broader landscape conservation efforts is to restore, enhance, and maintain wetland, upland, riparian, and other habitats for native wildlife, plant, and fish species in the San Luis Valley, with specific emphasis on migratory bird conservation, and to use decreed water rights on the refuge in approximately the same manner that the water rights have been used historically.

Monte Vista NWR

Monte Vista was established under the authority of the Migratory Bird Conservation Act for use as inviolate sanctuaries, or for any other management purpose, for migratory birds.

Unstaffed: Sangre de Cristo Conservation Area, San Luis Valley Conservation Area

2017 Transition Priorities

In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.

Current Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Wildlife Biologist	Law Enforcement Officer
Wildlife Refuge Manager	Wildlife Refuge Manager	Biological Science Technician
	Wildlife Refuge Manager	Wildlife Refuge Specialist
	Maintenance Worker	Office Support Assistant
	Maintenance Worker	Wildlife Refuge Specialist
	Maintenance Worker	

Future Staff Structure

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Maintenance Mechanic	Wildlife Refuge Specialist
Station Manager	Maintenance Worker	Federal Wildlife Officer
Station Manager		Visitor Services Specialist (0.5 FTE - Career Seasonal)

San Luis Valley NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Senior Scientist		Hydrological Technician
Heavy Equipment Operator		

Rocky Mountain Arsenal NWR Complex

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

Rocky Flats NWR

Established by Congressional action through the Rocky Flats National Wildlife Refuge Act of 2001 to become a refuge and be managed by the Service when the EPA had certified site cleanup and closure. The purposes are to restore and preserve native ecosystems, provide habitat for and population management of native plants and migratory and resident wildlife, to conserve federally listed and candidate species, and to provide opportunities for compatible scientific research.

Rocky Mountain Arsenal NWR

Established by Congressional action in 1992 through Public Law 102-402, 106 Stat 1961 to be managed as a wildlife refuge to conserve and enhance: (1) populations of fish, wildlife, and plants within the refuge, including populations of waterfowl, raptors, passerines, and marsh and water birds; and (2) the land and water of the refuge in a manner that will conserve and enhance the natural diversity of fish, wildlife, plants, and their habitats; to provide: (a) maximum fish and wildlife oriented public uses at levels compatible with the conservation and enhancement of wildlife and wildlife habitat; (b) opportunities for compatible scientific research; (c) opportunities for compatible environmental and land use education; to conserve federally listed and candidate species under the Endangered Species Act; to protect and enhance the quality of aquatic habitat within the refuge; and, to (d) fulfill international treaty obligations of the United States with respect to fish and wildlife and their habitats.

Two Ponds NWR

Created by Administrative Order under the authority of the Emergency Wetland Resource Act to protect and enhance urban wildlife habitat and provide opportunities for environmental education; to restore, enhance, and preserve a diversity of upland and wetland habitats for migrant and resident wildlife, fish, and invertebrates; and to provide opportunities for environmental education with emphasis on the inherent values of wetlands and wildlife in an urban environment and interpretive facilities and opportunities related to wildlife such as viewing, study, and photography.

2017 Transition Priorities

Fill entry level Park Ranger position with one of the Department Fellows staff.

Current Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Wildlife Refuge Manager	Outdoor Recreation Planner	Federal Wildlife Officer
Wildlife Refuge Manager	Biologist	Park Ranger
Supervisory Park Ranger	Education Specialist	Range Management Specialist
	Wildlife Refuge Specialist	Federal Wildlife Officer
	Heavy Equipment Operator	Park Ranger
	Wildlife Refuge Manager	Biological Science Technician
		Maintenance Worker

Future Staff Structure

Rocky Mountain Arsenal NWR Complex		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Project Leader	Heavy Equipment Operator	Federal Wildlife Officer
Deputy Project Leader	Maintenance Worker (0.5 FTE - Career Seasonal)	Biologist
Visitor Services Manager	Senior Federal Wildlife Officer	Maintenance Worker
Facilities Manager		Visitor Services Specialist
		Range Technician (0.5 FTE - Career Seasonal)
		Wildlife Refuge Specialist

REGIONAL OFFICE

The realigned Regional Office has the following Divisions and Teams:

- Assistant Regional Director’s Office
- Division of Scientific Resources
- Partners for Fish and Wildlife
- Division of Realty
- Division of Incident Command System
- Habitat and Population Evaluation Team
- Division of Operations
- Business Team
- Division of People, Planning, and Policy



Assistant Regional Director's Office

Region 6 NWRS Program Support

Provides region-wide leadership and management support for all National Wildlife Refuge System programs in Region 6.

2017 Transition Priorities

We will revise the Refuge Supervisor, Deputy Refuge Supervisor and Program Analyst position descriptions. We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.

Current Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Fish & Wildlife Biologist (Pilot)	
Fish & Wildlife Administrator	Refuge Program Specialist	
Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		
Supervisory Refuge Program Specialist		

Future Staff Structure

Regional Office – Refuge ARD & Supervisors		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Regional Director	Deputy Refuge Supervisor	Program Analyst
Deputy Assistant Regional Director	Deputy Refuge Supervisor	
Refuge Supervisor (Mountain Zone)		
Refuge Supervisor (Prairie Zone)		

Division of Scientific Resources

Region 6 NWRS Program Support

The Division of Scientific Resources assists FWS leadership, managers, and biologists in making informed biological decisions at multiple spatial scales in all priority landscape by working collaboratively with field station staff, Refuge divisions, and key internal and external partners to develop objective, science-based products using the most appropriate technical services, technologies, and skills. In the future this division will provide integral support to field stations by developing evaluations and projects across station or wetland management district boundaries.

2017 Transition Priorities

Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise. Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges. Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs. The planning branch currently under DSR will transition to the People, Planning, and Policy Division.

Current Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Data Manager	Range Technician
Regional Biologist	Data Manager	Range Technician
Spatial Analyst	GIS Specialist	
Invasive Species Coordinator	Zone Biologist	
Zone Biologist	Biologist Trainee	
Zone Biologist		
Zone Biologist		
Biometrician		
I&M Coordinator		

Planning <i>*future staff is located in People, Planning, and Policy Division</i>		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Writer/Editor	
Supervisory Cartographer	Landscape Architect	
	Refuge Program Specialist	
	Fish & Wildlife Biologist	
	Cartographer	
	Wildlife Biologist	
	Writer/Editor	

Planning *future staff is located in People, Planning, and Policy Division		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	

Future Staff Structure

Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Assistant Regional Biologist	GIS Specialist
Regional Refuge Ecologist	Biometrician (Landscape/Population)	Range Technician (0.5 FTE – Career Seasonal)
Spatial Analyst	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
I&M Coordinator	Data Manager	Range Technician (0.5 FTE – Career Seasonal)
Zone Biologist	Data Manager Trainee	
Zone Biologist	Regional Invasive Species Ecologist	
Zone Biologist	Spatial Biologist	
Zone Biologist	EDRR Operations Biologist	
Regional GIS/Data Manager	Biologist Trainee	
Biometrician		
Invasive Species Coordinator		

Partners for Fish and Wildlife

This section discusses the staffing framework for the Partners for Fish and Wildlife Program. Unlike the administrative zones, the Partners for Fish and Wildlife Program is organized by state rather than broad geographical area.

Enabling Purpose of the National Wildlife Refuge/Wetland Management District/Conservation Area

The Partners for Fish and Wildlife Act (P.L. 109-294) authorizes the Secretary of the Interior to provide technical and financial assistance to private landowners to restore, enhance, and manage private land to improve fish and wildlife habitats through the Partners for Fish and Wildlife Program.

Region 6 NWRS Program Support

The Partners for Fish and Wildlife (PFW) program has three Regional Office support staff. These include the Regional Coordinator, Deputy Regional Coordinator and the Grants Officer. The Regional Coordinator and Deputy Regional Coordinator provide program oversight and ensure that there is good communication from the field, up to upper level management and back out to the field. The Regional Coordinator supervises the State Coordinators, in order to provide consistency with program policy, administration and planning. The Regional Coordinator is also the Regional Farm Bill Coordinator and works closely with the USDA Natural Resources Conservation Service and Farm Service Agency on both financial and technical assistance issues and opportunities with private landowners and other shared partners. The Grants Officer completes all the Private Landowner Agreements for the entire Region 6 PFW program. The Grants Officer also runs reports, completes closeouts of agreements, helps with quality control, and assists with financial assistance audits.

2017 Transition Priorities

Hire an entry-level Biologist Trainee in Lewistown, MT. Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT. Transition “H2-O” WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area. Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist. Provide 20 percent of PFW staff time at North Platte to assist the North Platte and Crescent Lake NWR units.

Current Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
Deputy Regional Coordinator		

Future Staff Structure

Regional Office – Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Regional Coordinator)	Grants Officer	
	Database / Outreach Coordinator	

Colorado Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Colorado PFW program has two Focus Areas that support the Sagebrush Ecosystem landscape priority area. In addition, they have one Focus Area that supports the San Luis Valley Conservation Area.

Current Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Colorado Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Kansas Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Kansas PFW program supports the Flint Hills Legacy Conservation Area. The program supports critical habitat restoration and enhancement on private land around Quivira NWR for migrating waterfowl to and from Rainwater Basin (and the Prairie Pothole Region). The program also supports the Urban Initiative through technical assistance to landowners surrounding the Refuge and visitors to Kirwin NWR.

Current Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Kansas Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Montana Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Montana PFW program supports the Sagebrush Ecosystem landscape priority area and the Prairie Pothole Region landscape priority area.

Current Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist	
	Private Lands Biologist (50% FTE shared with Refuges)	

Future Staff Structure

Montana Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	
	Private Lands Biologist	

Nebraska Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Nebraska PFW program supports the Rainwater Basin Wetland Management District and both the Urban Initiative and the new Sandhills Refuge Collaborative through technical assistance to landowners and visitors to NWRs.

Current Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Nebraska Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

North Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The North Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Budget Analyst
Assistant State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

North Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	Private Lands Biologist
	Private Lands Biologist	Budget Analyst
	Private Lands Biologist	

South Dakota Partners for Fish and Wildlife

Region 6 NWRS Program Support

The South Dakota PFW program primarily supports the Prairie Pothole Region landscape priority area. The program has one Focus Area that supports the Sagebrush Ecosystem landscape priority Area.

Current Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Future Staff Structure

South Dakota Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist
Assistant State Coordinator	Private Lands Biologist	
	Budget Specialist	

Utah Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Utah PFW program supports the Sagebrush Ecosystem landscape priority area and the Bear River Watershed Conservation Area.

Current Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	

Future Staff Structure

Utah Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	Private Lands Biologist

Wyoming Partners for Fish and Wildlife

Region 6 NWRS Program Support

The Wyoming PFW program supports the Sagebrush Ecosystem landscape priority Area and the Bear River Watershed Conservation Area.

Current Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Future Staff Structure

Wyoming Partners for Fish and Wildlife		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
State Coordinator	Private Lands Biologist	
	Private Lands Biologist	

Division of Realty

Region 6 NWRS Program Support

The Division of Realty provides support to Region 6 field stations by acquiring lands by fee and easement to support the Refuge mission. Realty also provides a land survey function, and processes rights of way, and exchanges for Refuges as requested. Lastly, we serve a Refuge Lands database role both regionally and nationally, to ensure the preservation of land and land records for the National Wildlife Refuge System.

2017 Transition Priorities

Region 6 Realty will have another five years of the 70/30 funding split for acquisition of easements. We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.

Current Staff Structure

Realty - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Fish & Wildlife Administrator	Realty Specialist	Realty Assistant
Supervisory Realty Specialist	Realty Specialist	Legal Instruments Examiner
Supervisory Land Surveyor	Information Technology Specialist	Realty Specialist
Senior Realty Specialist	Land Surveyor	
	Paralegal Specialist	

Realty – Bismarck Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Future Staff Structure

Regional Office – Realty		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (Realty)	Paralegal Specialist	Legal Instruments Examiner
Deputy Chief (Realty)	Realty Specialist	Realty Specialist
Regional Land Surveyor	Realty Data Specialist	Realty Assistant
Senior Realty Specialist	Senior Land Surveyor	Land Surveyor
	Cartographer	

Realty – Bismark Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	
	Realty Specialist	
	Surveyor	

Realty – Huron Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Realty – Sand Lake Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist	Realty Specialist	Legal Instruments Examiner
	Realty Specialist	Realty Assistant
	Realty Specialist	
	Realty Specialist	
	Senior Land Surveyor	

Realty – Benton Lake NWR, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisor Realty Specialist		

Realty – Minot Wetlands Acquisition Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	
	Realty Specialist	

Realty – Helena, Montana		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Realty Specialist	

Division of Incident Command System (ICS)

The Division of Incident Command System (ICS) will support the NWRS in the event of an emergency, event, or incident that would overwhelm normal activities in a given location. This function will use current FWS staff that are available and have the qualifications necessary for the event response. The Law Enforcement and Fire programs will continue their normal functions until a situation requiring ICS arises. Project Leaders will provide direction and guidance to help the ICS team to help implement solutions. ICS is based on function, not job title or agency position, improving the flow of intelligence and information.

Fire

Region 6 NWRS Program Support

The FWS fire program is part of the Refuge system and is tasked with the protection of life and property on all FWS lands. The fire program helps maintain, treat, and protect 1.2 million acres in the Prairie Pothole Region. We manage and protect sagebrush ecosystems, grasslands in Flint Hills and Rainwater Basin, and watersheds where applicable.

2017 Transition Priorities

Implementation and staged hiring of prescribed fire specialists. Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (ZFMO) as of February 15, 2017. Prior to this date, employee performance appraisal plans and other support and relevant information will be discussed to ensure a smooth transition. Additionally as of April 15, 2017, the Zone FMOs will directly report to the Regional Office Fire staff (RFMC). In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program. This will happen in close coordination with Project Leaders. Clear lines of communication and expectations will be discussed with Refuge Supervisors and Project Leaders to ensure each ZFMO provides continued service and maintains Refuge System mission focus. An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.

Current Staff Structure

Fire - Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Fire Management Specialist	Wildland Urban Interface Coordinator	Supervisory Range/Forestry Technician (Fire)
Fire Management Specialist	Meteorologist	Range Technician (Dispatch Manager)
Fire Management Specialist		Business Management Specialist
Fire Management Specialist		Range Technician (Dispatch Manager)

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Prescribed Fire Specialist	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fire Operations Technician
Assistant Zone Fire Management	Fire Operations Technician	

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Officer		
Prescribed Fire Specialist	Fire Operations Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer		

Law Enforcement

Region 6 NWRS Program Support

The Refuge Law Enforcement Program provides protection for habitat, wildlife, visitors and Service employees, and infrastructure.

2017 Transition Priorities

We will pilot a line-supervision staff model for law enforcement in the State of Kansas in 2017 in support of the NWRS strategic planning effort.

Current Staff Structure

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Chief of Refuge Law Enforcement	Land Management Law Enforcement Officer	
Refuge Program Specialist	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	
	Land Management Law Enforcement Officer	

Future Staff Structure

Incident Command System (ICS)		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Fire – Regional Office		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Regional Fire Management Coordinator	Regional Fuels Coordinator	Geographic Area Dispatcher/Business Manager
Deputy Regional Fire Management Coordinator	Regional Fire Planner	Generalist
	Meteorologist (Geographic Area)	GIS Support
		Collections Officer

Fire – Montana Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Pathways Student
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Station Manager		

Fire – North Dakota Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Dispatcher	Fuels Technician
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	

Fire – Great Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist	Fuels Technician	
Prescribed Fire Specialist		

Fire – Mid Plains Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	
Assistant Zone Fire Management Officer	Fire Operations Technician	
Prescribed Fire Specialist		
Prescribed Fire Specialist		

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Zone Fire Management Officer	Fire Operations Technician	Fire Operations Technician

Fire – Rocky Basin Fire Management Zone		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Assistant Zone Fire Management Officer		

Regional Law Enforcement		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief of Refuge Law Enforcement		
Federal Wildlife Zone Officer		

Habitat and Population Evaluation Team (HAPET)

Region 6 NWRS Program Support

The Habitat and Population Evaluation Team (HAPET) supports the National Wildlife Refuge System and the greater conservation community with effective integration of science into planning and implementation of conservation and management actions which benefit migratory birds and other Service Trust Resources.

2017 Transition Priorities

A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.

Current Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Wildlife Biologist	Wildlife Biologist (GIS)	Biological Science Technician
Wildlife Biologist	Supervisory Fish & Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	Biological Science Technician
Wildlife Biologist	Wildlife Biologist	

Future Staff Structure

HAPET		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief (HAPET)	Wildlife Biologist Spatial Ecologist	Biological Science Technician
Waterfowl/Wetland System Coordinator	Fish & Wildlife Biologist/GIS	Biological Science Technician
Migratory Bird/Grassland System Coordinator	Wildlife Biologist	Biological Science Technician
Decision Support Coordinator	Wildlife Biologist Spatial Ecologist	Fish & Wildlife Biologist/GIS
	Wildlife Biologist Spatial Ecologist	Data Manager Trainee
	Wildlife Biologist Spatial Ecologist	
	Wildlife Biologist Spatial Ecologist/Landscape Data Manager	
	Wildlife Biologist Spatial Ecologist	

Division of Operations

Budget

Region 6 NWRS Program Support

The Budget Branch will provide operational support and guidance in the areas of budget allocation and execution, financial management processes, fiscal year-end closeout, new national or regional initiatives, annual organization chart certification, and coordination of personnel actions for the field.

2017 Transition Priorities

There are no transition priorities for this division in 2017.

Current Staff Structure

Budget		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Budget Analyst	Budget Analyst	Budget Technician
	Budget Analyst	
	Budget Analyst	

Facilities

Region 6 NWRS Program Support

The Facilities Branch supports all R6 field stations by providing real property guidance and support to leverage regional funding by using sound investment strategies and implementation of national and regional policies. Facilities' goal is to ensure that infrastructure within the region is modern, safe, and functional. Objectives supporting Regional Priorities are heavy equipment, fleet modernization, and improving transportation assets. Additional, the Branch provides needed repairs and construction of general and stewardship assets needed for resource management.

2017 Transition Priorities

Further develop pilot facilities position as a Complex Level Facilities Manager. Develop position for Facilities Trainee positions, Facilities Specialist and further define complex specific Facilities Management descriptions. Develop a position description for a Regional Office Facilities operations support position.

Current Staff Structure

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Management Analyst/Branch Chief	Program Analyst (AMC)	
	Logistics Management Specialist (HEC)	
	Program Analyst (TMC)	
	Facility Operations Specialist (FMC)	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Facility Operations Specialist (FMC) (Vacant)	

Future Staff Structure

Operations		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief		

Budget and Administration		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Program Manager (Administrative)	Generalist (0.75 FTE)
Budget Analyst	Budget Technician	
Budget Analyst	Payroll/HR Specialist	

Facilities		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Asset Management Coordinator	Facilities Technician
	Heavy Equipment Coordinator	
	Facilities Management Coordinator	
	Facilities Management Coordinator	
	Transportation Coordinator	
	Assistant Transportation Coordinator	
	Facilities Specialist (Pilot Program)	

Business Team

Region 6 NWRS Program Support

Business Teams will provide business and administrative support in the functions of travel, payroll, personnel actions, property, energy, fleet, and budget, to name a few. We will also continue to standardize administrative and financial management processes, incorporate enhanced accountability and transparency, utilize existing technology to perform specialized work remotely while developing entry level positions and creating career ladder opportunities.

2017 Transition Priorities

We will transition to a regional business team without zone boundaries.

Current Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Payroll/HR Specialist)	
Program Manager (BT Lead)		
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst	Budget Analyst	
Budget Analyst (Vacant)	Budget Analyst	
	Budget Analyst	
	Budget Analyst	
	Budget Analyst (Vacant)	
	Budget Analyst (Vacant)	
	Travel/PCS	
	Travel/PCS	
	Budget Technician	
	Budget Technician (Vacant)	

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Technician (Vacant)	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR	
	Payroll/HR (Vacant)	
	Payroll/HR (Vacant)	
	Travel	
	Travel (Vacant)	
	Travel/Payroll	
	Travel	

Future Staff Structure

Regional Office – Business Units		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Program Manager (BT Lead)	Administrative Support Assistant (Payroll/HR)	Generalist (0.75 FTE – Career Seasonal)
Program Manager (BT Lead)		
Administrative Officer		

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Budget Analyst (Fire)	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
Budget Analyst	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)

Business Team		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Budget Analyst (Fire)	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Analyst	Generalist (0.5 FTE – Career Seasonal)
	Budget Technician	Generalist
	Budget Technician	
	Fire Travel/Payroll	
	Fire Travel/Payroll	
	Payroll/HR	
	Travel	
	Travel/PCS	
	Travel/PCS	

Division of People, Planning, and Policy

Region 6 NWRS Program Support

The Division of People, Planning, and Policy (PPP) focuses on the human elements of the vision for the Region 6 NWRS program. Their work occurs across all six priority landscapes, and they provide the primary support for the Urban Program priority. More specifically, the Division’s work includes engaging the public; planning for the future; implementing conservation policies; understanding and preserving the history of human use in the Region; and recruiting, retaining, and developing the next generation of conservationists.

Branch of Visitor Services and Outreach

The Branch of Visitor Services and Outreach works with other Service staff to ensure the American public has high-quality recreational opportunities on NWRS lands and opportunities to engage with the natural world in their own communities. The staff provides technical expertise and guidance to field station staff on national visitor services programs (e.g., volunteers); assistance with developing visitor services-related plans, products, and facilities; and support for their outreach efforts with surrounding communities.

Branch of Cultural Resources

The Branch of Cultural Resources works with other Service staff and consulting parties to ensure that historic properties are considered during project planning and implementation and to facilitate compliance with Federal laws, executive orders, regulations, and Service policies. The Branch staff provides expertise and serves as a liaison for cultural resource issues with the states, tribes, agencies, and interested members of the public.

Branch of Planning and Policy

The Branch of Planning and Policy provides a range of support for the Region 6 NWRS program. In terms of planning, they provide technical guidance, assistance, and expertise in both the “traditional” sense of conservation planning (e.g., Comprehensive Conservation Plans) and a much broader sense (e.g., structured decision making, using human dimensions expertise to improve stakeholder engagement, site planning). For policy, they lead and facilitate special policy-related and regulation-related projects, especially those involving management actions and large/complex issues that exceed the capabilities or capacity of field station staff (e.g., energy development, NEPA, water rights, FOIA, pending litigation).

2017 Transition Priorities

The planning branch currently under DSR will transition to the People, Planning, and Policy Division. We will fill the Planning and Policy Branch Chief via detail opportunities throughout this year. We will develop a Division Chief position description. A stand-alone youth position will be developed; we will determine how this is accomplished in 2017.

Current Staff Structure

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Archaeologist	Archaeologist	
	Archaeologist	

Education and Visitor Services		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Supervisory Park Ranger	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Visitor Services Manager)	
	Park Ranger (Urban Program Coordinator)	
	Visual Information Specialist	

Future Staff Structure

People, Planning, and Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Division Chief	Youth Coordinator	

Visitor Services & Outreach		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Visitor Services Manager	
	Visitor Services Manager	
	Visitor Services Manager	
	Urban Program Coordinator	
	Multimedia Specialist	

Cultural Resources		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Archaeologist	
	Archaeologist	
	Archaeologist	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
Branch Chief	Senior Planner	
	Planner	

Planning & Policy		
<i>Upper Level</i>	<i>Mid-Level</i>	<i>Entry Level</i>
	Writer/Editor	
	Policy Analyst	

COMMON PERSONNEL FUNCTIONS WITHIN REGION 6

The common personnel functions are organized alphabetically for ease of reference.

A

Archaeologist

Identifies, evaluates, and protects significant cultural resources associated with Service projects. Conduct reviews under Section 106 of the National Historic Preservation Act and provide advice concerning procedures and management recommendations. Provide expertise concerning cultural resource legal obligations to all Service programs within Region 6. Manage museum property collections in accordance with DOI and Service regulations and policies.

Asset Management Coordinator/Program Management Analyst (AMC)

The AMC directly supports every refuge in the region by managing the real property database and information systems required by Office of Management and Budget, the Department of Interior, and the USFWS. This position is also responsible for managing the Deferred Management budget along with ensuring that field stations have the work orders required and provides guidance to stations on questions concerning real property management and cost expenditures.

Assistant Regional Biologist

Responsible for providing assistance to station staffs and Division of Scientific Resources staff in Habitat Management Plan and Comprehensive Conservation Plan development, development of decision tools to address priority refuge needs, and providing assistance with ecological assessments.

Assistant Regional Director (ARD)

Provides leadership through strategic thinking, vision, and communication. Works across the refuge system with colleagues to set priorities and provide consistent policy development. Works as a member of the regional directorate team to ensure FWS priorities are met. Ensures high-level partnerships and collaborative opportunities exist to support priorities.

Assistant State Coordinator (ASC)

Provides leadership, including supervision of some Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Acts in the capacity of the State Coordinator when necessary. Provides administration of PFW program policy and program oversight for the state. This position provides administration of Cooperative Agreements. Serves as the Assistant State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Manages the HabITS database, works on community-based landscape-scale partnerships and outreach with private landowners.

Assistant Zone Fire Management Officer (AFMO)

Assists the zone FMO with coordination of fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts, managing the zone budget and fire planning to meet Refuge needs.

B

Biological Science Technician

Assists with a variety of land management activities on fee-title and easement lands. Responsible for wildlife and habitat monitoring in priority areas following established protocols, invasive plant control, habitat improvement activities, easement surveillance and database management.

Biologist

Serves as part of the field biological team by assisting the senior scientist in the preparation of Habitat Management Plans that fully account for ecological sustainability and a future desired state. Implements the HMPs and IMPs following established protocols.

Biometrician

Provides quantitative ecology and decision analysis support to stations on regional refuge priorities. Assists I&M and stations with sampling design for Inventory and Monitoring Plans and Serves as the FWS lead on Native Prairie Adaptive Management models and data analysis.

Branch Chief

Provides leadership, guidance, and coordination on complex and controversial issues. Serves as a leader within their Division, supervising Branch staff and bringing key issues and topics to the Division Chief. Ensures consistency of work within the Branch. Coordinates with the Headquarters Office and works on national programs, teams, and issues.

Branch Chief of Refuge Law Enforcement

Serves as a primary advisor and technical expert to the Regional Management Team, Refuge Zone Supervisors, and Project Leaders/Refuge Managers on law enforcement issues. Works with other RCRLEs and Headquarters on issues that have Service-wide significance and impact. Manages all aspects of the region's refuge law enforcement program, develops long-range planning, coordination, and evaluation at regional and field station level. Coordinates between regional management and other law enforcement entities including the Service's Office of Law Enforcement (OLE), Department of Homeland Security, and other Federal agencies. Manages all criminal and civil investigations performed under the direction of the regional refuge law enforcement program.

Budget Analyst

Responsible for budget allocation, execution, and support; budget analysis and reconciliation; audit/internal control coordination; business guidance and standard operating procedures (SOP); and financial management consultation. Acts as a source of administrative and financial management expertise. Tracks and analyzes budgets for multiple stations/divisions. Monitors all spending for adherence to appropriation law, Service policy and multiple year allocation amounts and advises Project Leaders/Division Chiefs accordingly.

Budget Technician

Assists with budget development, execution, and reconciliation of less complex station/division budgets. Provides support to budget analysts by performing functions such as cost redistributions, payment packages, and routine monitoring. Supports budget planning, fiscal accounting, procurement, and purchasing.

C

Cartographer

Provides mapping and GIS support to field and regional office personnel for land acquisition, completing land surveys, producing maps, and visual graphics for meetings and presentations.

Collections Officer

Coordinates the billing and collection of payment for fire management services provided to states and local governments.

Complex Facilities Manager

This is a currently filled position within the facilities branch to provide direct facilities support to field stations within a certain geographic region. This position will alleviate station leadership of the daily facilities management requirement and improve the facilities FRPP portfolio.

D

Data Managers (and Trainee Data Manager)

Works with the National and Region I&M teams and field stations to design, develop, coordinate, and administer data management programs. Increases efficiency by guiding the development and implementation of multi-station data and information management solutions to assist refuge field stations in organizing and utilizing management, biological, and spatial data.

Database / Outreach Coordinator - PFW

Coordinates the training and provides oversight of the HabITS database entries for the Region. Conducts QA/QC for the HabITS database at the end of the fiscal year. Completes database queries for the Regional Coordinator and HQ. Designs and delivers outreach programs and products for the PFW program through the PFW website and social media.

Decision Support Coordinator

Supports conservation delivery by FWS and other federal programs, states, and partners through collaborative development and application of landscape data, models, and decision support tools (DSTs). DSTs include both landscape model applications and prioritization frameworks targeting efficient conservation delivery.

Deputy Assistant Regional Director (DARD)

Serves as the primary person responsible for refuge system operations and budget delivery supporting priorities. Provides leadership to all aspects of refuge system management within the region through supervision, accountability, and direction. Provides consistent policy guidance, oversight, and direction to all programs.

Deputy Division Chief

Serves as deputy to the Division Chief and is responsible for supervision and management of staff. Provides consistent program policy guidance translated from the national, regional, and local level.

Deputy Project Leader

Administers day-to-day operations at highly complex and controversial national wildlife refuges and/or complexes. Responsible for employee oversight, direction, and accountability through supervision. Serves to ensure priorities and policy guidance is met. Responsible for daily management of national wildlife refuge system lands where no station managers exist. Works to build partnerships with cooperators to complete priority refuge management actions as needed.

Deputy Refuge Supervisor (Easement)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of easement management.

Deputy Refuge Supervisor (Fee-title)

Assists Refuge Supervisors in providing day-to-day leadership, support and guidance to refuge project leaders in all but the most challenging and controversial issues. Frequently serves as acting Refuge Supervisor during their absence, providing consistent policy guidance, directing management emphasis on priorities. Provides policy and technical expertise as necessary regarding all aspects of fee-title land management.

Dispatcher

Manages all functions and activities in an interagency fire dispatch office. Coordinates assisting initial attack ground resources procure additional air/ground resources to meet the objectives of the incident. Provides procurement of logistical support needs (food, supplies, etc) on both large and small incidents. Coordinates dispatch of resources out of the zone to support national priorities. Manages training needs and provides readiness services (weather, fire danger forecasts, etc) to the zone.

Division Chief

Provides leadership and support to Refuge System staff through communication and holding themselves and others accountable. Provides consistent program policy guidance translated from the national, regional, and local level. Serves as regional representation in respective areas to provide system-wide continuity in program delivery. Ensures priority efforts are being delivered.

E

Early Detection-Rapid Response (EDRR)/Operations Biologist

Supports for the I&M Branch, EDRR, and Strike Team operations. Provides data management guidance, GIS support and training, invasive species evaluations for ecological assessments, collaboration with I&M, technical support, regulatory compliance, and partnership support.

Easement Specialist

Provides expertise in easement acquisition and administration, and certain aspects of easement enforcement within the assigned wetland management district. Meets with landowners and others to explain the easement provisions; conducts site evaluations and mapping priority habitats for acquisition; coordinates with USDA field offices; meeting with landowners to evaluate requested uses; issues special use permits; meets with project proponents to evaluate and site development on easement properties; works with local governments on infrastructure needs; organizing and conducting easement surveillance; assists law enforcement with easement ground checks and landowner contacts; develops restoration plans and agreements; and assists with the preparation of easement cases for potential litigation.

Easement Specialist (Entry level)

Works closely with higher-graded Easement Specialists and Station Manager to obtain the knowledge, skills, and abilities to perform all aspects of easement acquisition, administration, and easement enforcement as allowable.

F

Facilities Management Coordinators/Facilities Operations Specialist (FMC)

Supports refuges by providing detailed real property deficiency information to support project creation for the Deferred Maintenance (DM) Five Year Plan. Provides a level of professional facilities management through inspections, information dissemination, and Real Property database management.

Facilities Specialist

Provides direct facilities support to a complex or field stations within a certain geographic region. Supports station leadership by managing facilities, fleet and heavy equipment and transportation assets at the local level. This position at the higher level may also supervise wage grade and/or be trained on station specific advanced facilities systems.

Facilities Technician

Supports all facilities operations in the Branch and assists in streamlining the facilities operations.

Facilities Trainee

Facilities Trainee will learn the skills required to perform Facilities Technician or Facilities Specialist duties.

Federal Wildlife Officer (FWO)

Protects and ensures safe use of facilities and resources by incorporating resource management objectives and preventing violations through public education. Coordinates with local, state and federal agencies and/or courts on special details and/or cases/investigations.

Federal Wildlife Zone Officer (FWZO)

Provides expertise, technical assistance and planning support for law enforcement training, program reviews, court preparation, incident management, and other law enforcement needs as coordinated with project leaders within the zone. Advises and evaluates the zone's law enforcement programs, operational plans, practices, and procedures, incorporating resource management objectives and concerns, and coordinates the implementation of ongoing, new, or changed policies and plans. Assists project leaders with the development of law enforcement plans, including Comprehensive Conservation Plans (CCPs), participates in law enforcement related planning activities, public meetings, report drafting, and assessments during the various planning phases.

Fire Operations Technician

Provides field support for zone fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone.

Fire Technician – (Service First)

Provides field support for Area fire program elements, with emphasis on suppression activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the Area.

Fire Travel/Payroll/HR Specialist

Processes all payroll, personnel actions, and travel for their assigned areas, which requires additional knowledge of fire business management rules. During non-fire season these positions will support other travel and payroll specialists.

Fish and Wildlife Biologist/GIS

Provides expertise and assistance using Geographic Information Systems (GIS) to help strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Supervises wetland mapping team and provides guidance and expertise on wetland delineation. Collaborates with FWS and NGO's on procedures of providing useable formats of digital data.

Fuels Technician

Provides field support for zone fire program elements, with emphasis on fuels reduction activities. Provides operational leadership during field operations. Supervises modules of firefighters on crews or engines. Provides training and readiness services to the zone. Assists with project monitoring.

G

Generalist

Provides a wide range of administrative support for one or more stations/divisions. Provides customer service is the major function of this position, which includes responding to general inquires, greeting visitors, and directing technical inquires appropriately. Analyses property, fleet utilization/work orders, micro-purchasing, records management, purchase requisitions, Internet Quarters Management Information System, Data Tracking System, uniform database, administrative data calls, and other routine business support.

Geographic Area Dispatcher/Business Manager – Interagency FWS Fair Share position (Disp GAC)

Provides Business Management expertise for the Rocky Mountain Area (RMA) Coordinating Group and the RMA Coordination Center. Provides dispatch floor management and coordination. Provides business management coordination and assistance for RMA Buying Team(s) and large incident support.

GIS Specialist

Assists the regional GIS/data manager in coordinating with field staff to develop priority region-wide data themes. Supports GIS needs related to priority landscapes or species.

Grants Officer (PFW)

Administers all Region 6 PFW program Private Landowner Agreements. Assists with audit/internal control coordination, financial assistance and standard operating procedures for Private Landowner Agreements. Supports budget management as needed.

H

Heavy Equipment and Fleet Coordinator/Logistics Management Specialist (HEC)

Provides guidance on fleet management and heavy equipment. Manages the overall fleet, through a purchasing and exchange program maximizing the proceeds. Provides the required heavy equipment training that allows our wage grade and selected GS series to operate equipment.

Heavy Equipment Operator

Performs all aspects of road maintenance, water control structure replacement, and associated piping, levee repair, sediment removal, and assists with wetland, upland and woodland habitat maintenance and restoration activities to include mowing, prescribed fire, fencing, manipulating water control structures etc.

I

Inventory and Monitoring Coordinator

Coordinates regional I&M activities to support the national I&M effort and regional priorities. Ensures regional biological monitoring is focused on priority landscapes and species through Inventory and Monitoring Plan development, sampling design, protocol development, efficient tabular and spatial data storage, synthesis, and analysis.

Invasive Species Coordinator / Branch Chief

Leads the Invasive Species program administration and supervision oversight, integrates with other divisions and FWS Program, integrates with I&M in development of survey protocols, and development of an invasive prioritization process. Represents Region 6 on national issues or initiatives policy development, reviews, and implementation.

J

K

L

Land Surveyor

Provides basic land survey in support of land acquisition and boundary management for the National Wildlife Refuge System. Provides support to the Division of Realty, and conducts surveys throughout the region as licensing allows.

Legal Instruments Examiner

Processes acquisition cases submitted to the Regional Office. Reviewing and processes acquisition cases prior to submission to the Solicitor's office for title opinions. Prepares case payments, correcting title problems, preparation of monthly reports, preparation of files for microfiche, and maintaining the acquisition database system.

M

Maintenance Mechanic

Performs building maintenance, heavy equipment and vehicle maintenance and operate various pieces of heavy and small equipment to assist with project needs within Region. Assists with biological and habitat work as needed and directed to include mowing, prescribed fire, fencing, manipulating water control structures, etc.

Maintenance Worker

Oversees work being performed by contractors to facilities and equipment as required. Maintains the fleet of small and heavy equipment and facilities assists with habitat management projects to include mowing, prescribed fire, fencing, and manipulating water control structures.

Migratory Birds/Grassland System Coordinator

Provides statistical models and decision support tools for grassland birds, waterbirds, pollinators, and shorebirds. Analyzes data and develops models related to climate, changes in land-use, energy development, and other stressors that affect availability and quality of wildlife habitat in the Great Plains. Provides biological and statistical expertise to Service and partner programs to improve scientific rigor and quality of conservation actions.

Multimedia Specialist

Provides graphic design expertise in order to develop a variety of communication products. Designs, develops, and updates high-quality communication products that help the public engage with NWRS lands, including field station-specific publications, websites, infographics, and multimedia products. Serves as the Regional Publications Coordinator and manages the publication printing process for the Region 6 NWRS program via the U.S. Government Publishing Office (GPO) contracts.

N**O****P****Paralegal Specialist**

Provides technical, analytical and evaluative support on legal issues and conducts legal research on issues. Prepares written legal summaries for staff attorneys, the Regional Solicitors office, and for the Division of Realty. Reviews acquisition case files for submission to solicitor for title opinions, examines reviews and assess emerging case law, statutes, and regulations to determine impact on, existing and pending cases, agency policies, position regulations and procedures.

Payroll/HR Specialist

Processes all non-fire payroll and personnel actions for their assigned areas. Provides expertise for all applicable payroll and staffing policy as well as advising supervisors and employees. Supports onboarding of new employees, processing performance appraisals, annual organizational chart updates, exit clearances for exiting employees, and generalist duties.

Pilot

Operates single-engine fixed wing aircraft for the primary purpose of conducting special-use flight missions and other agency mission aviation support. Conducts easement compliance flights for wetland and grassland easements, wildlife surveys, habitat assessments, dignitary aerial tours and other related flight needs of the Region. Ensures safe, efficient and effective regional aviation program through operational plan development, staff orientation and training, proper maintenance of equipment and coordination with appropriate professionals within the aviation community.

Policy Analyst

Provides policy support for large and complex projects and issues that exceed the capability or capacity of field station staff. Develops SOPs and provides support to the field station staff in resolving the issue or completing the project. Serves as the lead for writing regional implementation guidance on national policies related to management actions.

Prescribed Fire Specialist

Manages and provides oversight for the Zone fuels program. Prepares fuels-related sections of refuge management plans and NEPA documents. Prepares fuels project implementation plans. Coordinates project priorities, scheduling, budgeting and reporting. Provides leadership expertise during field operations.

Private Lands Biologist

Provides habitat restoration expertise for upland, wetland, river / riparian projects. Provides financial assistance expertise to private landowners in the form of a Private Landowner Agreement (i.e., a specific Cooperative Agreement for the PFW program). Provides technical assistance to internal Service programs, non-governmental organizations, federal and state agencies and private landowners, as it relates to private lands habitat restoration and enhancement.

Program Analyst

Works closely with Deputy Refuge Supervisor to coordinate with field stations all national and regional data calls, and regular reporting efforts such as the Refuge Annual Performance Plan, Freedom of Information Act Request, Fair Act Inventory report, and Headquarters Reports.

Program Manager (Administration)

Supervises administrative staff and the delegates and ensures consistency of administrative work in the Regional Office. The position coordinates with the HR program and assists with various personnel actions and systems including training, timekeeping, and awards.

Program Manager (BT Lead)

Team Leaders serve in a leadership capacity to Specialists and Generalists with regard to business functions and activities. They coordinate all aspects of team operations, managing workload and the associated administrative processes and procedures. Team Leaders are the liaison between the Project Leaders, team members, field station staff, and the regional office. This ensures that the organization's plans and mission are communicated and integrated into strategies, goals, objectives, work plans, and products. Clarifies expectations of team members, resolves customer service issues, coordinates coverage for business staff, and facilitates standard business practices.

Project Leaders

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation, coaching, and mentoring.

Q

R

Range Management Specialist

Supports easement and fee-title management. Assists with easement acquisition and management by building partnerships with landowners to improve habitat quality on easement lands. Works closely with the senior biologists and station managers utilizing invasive species, haying, grazing and fire management tools to improve habitat quality on fee-title lands.

Range Technician

Assists station biologist and station managers in planning, monitoring and delivery of grassland management activities. Responsible for all field based work associated with prescriptive grazing programs, monitoring impacts of native ungulates, active in prescribed and wildfire.

Range Technician (Invasive Species)

Leads seasonal crews on invasive species control projects, train refuge staff, train and oversee Youth Corp crews, assist with inventories and assessment processes, provide Integrated Pest Management training, and provide technical support throughout the Region.

Realty Assistant

Provides administrative support to Wetland Acquisition Offices including budget formulation and execution, reimbursable accounts, finance, procurement, personal actions, property, general services, travel and payroll. Processes all fee and easement real property transactions in compliance with Regional Office and Solicitors Guidelines and maintains real property case files data in Wetland Acquisition Office and Regional office data bases. Maintains various grant acquisition budgets and salary balances

Realty Specialist

Performs a wide variety of realty related duties to facilitate the acquisition of land, and interests in land, for inclusion in the National Wildlife Refuge System. Utilizes a diverse array of abilities and skills to; research property title and ownership, processes various real property cases, and prepares various reports and obligate funds. Prepares briefing papers for administrators, public boards and congress. Conducts negotiations on land transactions and utilizes modern information technology to manage and transfer data.

Refuge Program Specialist / Program Analyst

Serves as the lead for writing regional implementation guidance on national policies related to management actions (e.g., grazing). Establish and maintain an online location for all regional implementation guidance. Provides expertise to field station staff on National Environmental Policy Act, energy development, wilderness, water rights, Endangered Species Act, Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, Comprehensive Environmental Response, Compensation, and Liability Act, and pending litigation.

Refuge Supervisor

Provides leadership and support to project leaders through communication and holding themselves and others accountable. Provides consistent policy guidance translated from the national, regional, and local level. Integral in ensuring our national wildlife refuge lands are managed as a system. Ensures priority efforts are being delivered.

Regional Aviation Manager

Provides oversight for the aviation program for the region inclusive of all FWS programs. Provides leadership, safety compliance, and training opportunities for the region.

Regional Fire Management Coordinator

Coordinates all fire management resources and operations in Region 6 and represents the region in inter- and intra-agency planning and operational efforts. Provides out-year planning and determines broad objectives and priorities. Provides budget formulation and dispersion to the field. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification.

Regional Fire Planner

Coordinates and provides oversight to fire management planning and fuels project documentation. Manages regional weather stations, data systems, and readiness planning. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional Fuels Coordinator

Manages and provides oversight for the Regional fuels program. Coordinates fuels project planning, budgeting and reporting. Provides program expertise to the field. Represents FWS in intra- and inter-agency planning and operational coordination.

Regional GIS/Data Manager

Works with the National and Region I&M teams to design, develop, coordinate, and administer GIS data management programs. Coordinates regional GIS (national teams, Geographic Advisory Committee (GAC), RLGIS, implements the GAC-5 Year Plan, and coordinates data management and GIS across all branches in DSR/HAPET and the field.

Regional Invasive Species Ecologist

Focuses on planning for high priority invasive species work and contribute to ecological assessments utilizing prioritization frameworks. Develops regional data and models, develop early detection networks, ensure Integrated Pest Management Program quality control and consistency, ensure regulatory and policy compliance, coordinate private and inter-agency partnerships, and will be the lead on Region specific invasive issues and initiative.

Regional Land Surveyor

Serves as a principle assistant to the Regional Realty Chief. Develops and administers the region's survey and mapping program in support of land acquisition and boundary management. The Regional Surveyor has complete responsibility for the regions cadastral, boundary line location and maintenance, geodetic, rights-of-way and wilderness area boundary surveys.

Regional Refuge Ecologist

Conducts ecological assessments and assist stations in Habitat Management Plan (HMP) and Comprehensive Conservation Plan (CCP) development and developing decision tools to address priority refuge needs (e.g. wetland, upland ecology and restoration). Coordinates with other Refuge Programs and Divisions to address complex technical issues, coordinates and provides recommendations for R6 NWRS on regional and national Requests for Proposals as well as review and concurrence on CCPs and HMPs, and coordinates with field ES offices regarding T&E conservation on refuges.

S

Senior Easement Enforcement Officer (SEEO)

Coordinates and oversees all aspects of the station's conservation easement enforcement program. Conducts and coordinates the surveillance and investigations of wetland, grassland, habitat, FmHA, and other conservation easements, including aerial inspections of the entire station, aerial reconnaissance of suspected violations, field investigations, etc.

Senior Federal Wildlife Officer (SFWO)

Develops, coordinates, and directs all aspects related to visitor and resource protection. Leads law enforcement staff; overall refuge law enforcement program development, management, and work planning for the assigned refuges; and serves as a mentor for lower graded officers. Serves as a law enforcement training instructor and may assist with developing and conducting law enforcement training programs for regional and/or national programs.

Senior Field Training Officer (SFTO)

Trains and/or evaluates newly hired refuge law enforcement officers in a variety of law enforcement, compliance, and resource protection methods and procedures in accordance with the Service Field Training and Evaluation Program (FTEP). Develops and conducts law enforcement training programs that affect Regional or National programs, including, but not limited to, Federal Wildlife Officer Basic Training (FWOBT), Refuge Management Training Academy, and Regional Refuge Law Enforcement Refresher Training.

Senior Land Surveyor

Provides land survey in support of land acquisition and boundary management for the National Wildlife Refuge System.

Senior Planner / Planner

Supports planning efforts in the Region 6 NWRS program. Assists field station staff through the planning process when large and complex planning projects and issues arise. Provides technical reviews of draft planning and environmental compliance documents to ensure compliance with laws, regulations, and policies. Provides technical guidance and assistance to field station staff on “traditional” planning projects, including CCPs, CCP revisions, LPPs, and step-down plans.

Senior Realty Specialist

Manages realty workload in the regional office. Directs the custodial responsibilities of the real property management. Tracks the budget, completes annual reporting requirements, maintains the realty management database, addresses legal and technical aspects of title problems and title research requests from Headquarters and Field offices.

Senior Scientist (Grassland Ecologist, Restoration Ecologist, Range Ecologist, Sage-steppe Ecologist, Wetland Biologist, Wetland Ecologist, Wildlife Ecologist)

Serves as the Field Science Team lead, working closely with project leaders to ensure management decisions are based on current, sound science. Coordinates with regional biological staff, through evaluation of habitat and species conditions and strategic biological planning. Leads the Habitat Management Plan development with support from the Regional Biologist. Supports the Inventory and Monitoring Biologist in the development of the Inventory and Monitoring Plan. Guides the implementation of the HMPs and IMPs by working closely with station biologists and managers.

Senior Wildlife Canine Officer (SWCO)

Maintains readiness and function as a team with the canine in all aspects of refuge protection including education, prevention, surveillance, patrol, and enforcement action. Interprets the guidelines, case law and policy to the supervisor and providing written reports detailing canine law enforcement activities. Maintains a separate database specifically designed to document administrative duties involving canine training, certifications, budgets, and deployments.

Spatial Analyst

Conducts ecological assessments, with a focus on data acquisition, development and interpretation, facilitation. Assists station staffs in HMP and CCP development and development of decision tools to address priority refuge needs. Provides guidance and coordinates with other divisions and branches regarding remote sensing and spatial data acquisition and management.

Spatial Biologist

Plans and designs invasive species control treatments, develops spatially explicit products to inform delivery and monitoring, and develops spatial models to do landscape forecasting and identify priority hot spots for invasive species.

State Coordinator

Provides leadership, including Supervision of most Private Lands Biologists in the State, and in some cases supervises a Budget Analyst. Provides administration of PFW program policy and budget for the state and administers cooperative agreements, Serves as the State Farm Bill Coordinator, partnering with the USDA NRCS and FSA. Oversees, or is an advisor for, community-based landscape-scale partnerships with private landowners across the Region.

Station Manager

Manage national wildlife refuge system lands where no deputy project leader exists. Possess unique skill set that matches highest needs on refuge system lands (easements, public use, biology). Adheres to policy

guidance in the delivery of priority management actions. Responsible for staff development through guidance, coaching, mentoring, and training. Builds partnerships with cooperators to complete priority refuge management actions as needed.

Supervisory Realty Specialist

Directs all day-to-day Wetland Acquisition Field Office land acquisition and custodial real property activities. Prepares briefing papers for congressional offices, administrators, public boards and state officials. Prepares and comments on Service procedural documents and is responsible for the management of the field office land acquisition and administrative budgets. Reviews and approves all land acquisition offers and supervises the field office realty staff.

T

Tractor Operator

Operates small to large gas/diesel powered tractors for mowing, grading and snow removal operations, may be required to assist in habitat management operations as required. Performs limited maintenance on equipment and facilities using small hand tools and small gas powered engines such as chain saws, weed eaters and hand mowers.

Transportation Management Coordinator (TMC)

Manages the Federal Transportation Program, Roads Inventory Program, Federal Lands Access Program and Trails Access Program. Makes budget and cost recommendations to regional leadership in order to leverage the Transportation program.

Travel/PCS Specialist

Completes Permanent Change of Station (PCS) move paperwork for all programs in Region 6. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy.

Travel Specialist

Processes all temporary duty travel for their assigned areas. Arranges travel, processing authorizations and vouchers while appropriately applying Federal Travel Regulations (FTR), DOI and FWS policy. Provides guidance to travelers and supervisors in travel situations ranging from basic travel to very complex travel involving long periods, foreign destinations, ethics approvals, and combining personal and government travel.

U

Urban Program Coordinator

Provides leadership and coordination of the Urban Wildlife Conservation Program (Urban Program) in Region 6. Provides support for the urban and high-visitation field stations as they develop long-term plans, implement the Urban Standards of Excellence, and evaluate the effectiveness of their efforts. Supports existing urban partnerships and helping develop new urban partnerships in key locations within the Region. Participates on national urban teams and leading an urban/high-visitation cross-program team within the Region

Urban Refuge/Partnership Project Leader

Administers the national wildlife refuge system of lands through leadership, communication, and partnership building. Serves as the primary local point of contact for partners, congressional staff, and other stakeholders. Builds collaborative networks that aim to work beyond refuge boundaries at a landscape scale. Supports priorities through their actions while developing others through delegation,

coaching, and mentoring. Serves as the key ambassador to perform community outreach, develop innovative partnerships, and conduct public engagement.

V

Visitor Services Manager (Branch of Visitor Services and Outreach)

Serves as an expert in two to four visitor services programs (e.g., Volunteers, Junior Duck Stamp, Recreation Fee, Accessibility, Friends Organizations, Signs). Provides regional coordination of and technical guidance to Region 6 field station staff. Provides support to field stations in a geographic area within the Region so that those refuges and districts can provide a high-quality experience for visitors. Assists with overall planning and evaluation of field stations visitor services programs; publication, panel, and exhibit development; and design/construction of educational and recreational facilities.

Visitor Services Manager (Field Station)

Serves as the manager for the field station's visitor services and outreach program, including providing leadership, guidance, and coordination on related complex and controversial issues at the station. Plays a key role in the planning and administration of the visitor services and outreach programs, supervises other field station visitor services staff, and provides budget oversight.

Visitor Services Specialist (Field Station)

Develops, manages, and maintains particular aspects of a visitor services and outreach program at an urban or high-visitation field station, typically under the supervision of a visitor services manager. For example, a visitor services specialist may manage volunteer programs and Friends groups. Another visitor services specialist may be focused on community outreach and partnerships.

W

Waterfowl/Wetland System Coordinator

Provides leadership in the development and use of geospatial data within R6NWRS and nationally. Coordinates with PPJV and other conservation partners to develop and conduct research, data analysis and decision support tools for the conservation of breeding waterfowl populations in the PPR.

Wildlife Biologist

Provides sound professional knowledge of scientific, biological, and ecological theories, principles, methodologies, and practices sufficient to apply a wide range of techniques and procedures for management of fish and wildlife resources.

Wildlife Biologist Spatial Ecologist

Provides expertise to strategically grow the NWRS with lands of highest priority to meet the Services trust responsibilities. Promotes acquisition and use of sound scientific data, analytical methods, and applications to provide information decision makers about the potential impacts that actions/decisions may have on wildlife conservation. Works in cooperation with FWS program staff and cooperators on conservation projects throughout the PPR in R3 and R6.

Wildlife Biologist Spatial Ecologist/Landscape Data Management

Develops and manages spatially explicit data bases that provide scientifically defensible information used to identify lands and conservation actions for the NWRS. Conducts biological assessments, analytical processes, and GIS applications.

Wildlife Refuge Specialist/Assistant Refuge Manager

Assists refuge station managers or project leaders implementing a wide variety of refuge management activities including initiating and conducting habitat development and management projects, monitoring wildlife and habitat conditions, assisting in fire program, monitoring special use permits, and assisting in visitor services activities. Participates in station planning and work scheduling and is often involved with vehicle and facilities maintenance projects.

Writer/Editor

Provides writing and editing expertise to ensure that we produce well-written communication products in the Region 6 NWRS program. Provides focused support to the Division of People, Planning, and Policy, including managing any writing/editing contracts needed by the Division. Provides support to the Region 6 NWRS program as a whole.

X

Y

Youth Coordinator

Develops, maintains, and evaluates structures and processes to provide youth with a variety of experiences within the Service, mentoring opportunities, and an understanding of careers in the Service. Provides cross-program coordination of the Youth Conservation Corps (YCC), Youth Partnerships, Pathways, Student Conservation Association (SCA), and Directorate Resource Assistant Fellows Program (DFP) programs. Promotes, trains staff, and manages on-boarding of new employees.

Z

Zone Biologists

Promotes, develops, and implements a regional inventory and monitoring program for the National Wildlife Refuge System (NWRS). Provide multi-scale planning and technical support on monitoring, grassland ecology, wetland ecology, wildlife biology, and quantitative ecology for I&M implementation and to assist with HMP development. Leads local to multiple-station scales survey identification and prioritization (Inventory and Monitoring Plans) based on focused objectives, protocol development, data summarization/analysis, and efficient reporting to support decision making for priorities.

Zone Fire Management Officer (ZFMO)

Coordinates all fire management resources and operations in the Zone and represents FWS in inter- and intra-agency planning and operational efforts. Manages the zone budget and determines priorities to meet Refuge needs. Ensures fire planning, NEPA documentation and project completion in the field meet FWS policy. Provides fire training management and qualification certification below the Unit Leader level.

Appendix A – Transition Priorities Table

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Prairie Zone			
Eastern South Dakota WMD	Develop easement specialist position description.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Western South Dakota WMD	Develop easement specialist position description.		
	Revise a project leader position description for the Western South Dakota Project Leader position.		
	Restructure current stations into one Wetland Management District.		
	Pilot a facilities specialist position for Western South Dakota WMD out of Huron, South Dakota.		
	Manage Lacreek National Wildlife Refuge (NWR) as part of the Western South Dakota WMD Complex.		
	Division of Scientific Resources to collaborate with Lake Andes NWR to identify priority information needs and evaluate improved wetland and upland management options.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
NW North Dakota WMD	Develop easement specialist position description.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Central North Dakota WMD	Develop easement specialist position description.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Eastern North Dakota WMD	Develop easement specialist position description.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Northern Great Plains WMD	Create the Northern Great Plains WMD by combining the Bowdoin and Northeast Montana WMD and associated refuges.		
	The WMD will be managed by a single Project Leader with a shared budget and organization code.		
	Combine Northern Great Plains WMD with the Prairie Zone To improve delivery and efficiency of easement administration and overall Prairie Pothole Region conservation.		
	Develop an easement specialist position description.		
	Develop an updated Project Leader position description.		
	Fill the Project Leader position.		
Flint Hills Legacy Conservation Area	Develop a Project Leader position description.		
Kansas Urban Partnerships	Realign management of the Great Plains Nature Center under the Marais des Cygnes NWR to support the Urban Partnership.		
	Project Leader will work with the Urban Coordinator to initiate partnerships in Kansas City.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	At Marais des Cygnes NWR, DSR will work with refuge staff to evaluate and identify priority sites for hydrologic restoration and reforestation using existing information.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Kansas Waterfowl Collaborative	Pilot a “POD” concept for invasive species management and develop a transition plan for the collaborative and Zone.		
	We will convert a Pathways Intern to an entry level Biologist position.		
	At Quivira NWR, DSR will compile information and facilitate discussions with refuge staff to identify priority management actions necessary to restore function of salt marshes and restore native grasslands.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Sandhills Refuge Complex	Realign all refuges within the Sandhills into a single management unit.		
	Develop a Sandhills Collaborative Project Leader position description.		
	Lacreek WMD will be managed by the Western South Dakota WMD Complex.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Redirect approximately 20 percent of one Partners for Fish and Wildlife (PFW) employee's time to support North Platte and Crescent Lake NWRs.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Rainwater Basin WMD	Realign Kirwin NWR under the Rainwater WMD to increase management efficiencies.		
Mountain Zone			
Central Sage/Steppe Conservation Complex	Realign all refuges into a single management unit.		
	Develop a position description and hire a station manager for Arapaho.		
	Develop sage ecologist position description.		
National Elk Refuge	We will focus efforts on engaging the community in discussions regarding reduced artificial feeding of elk		
	Develop plans for visitor facilities that align with our vision for the future of the National Elk Refuge.		
Lower Green River Complex	There are no transition priorities for this complex in 2017.		
Bear River Migratory Bird Refuge Complex	We will revise a position description for and hire a Deputy Project Leader.		
	At Fish Springs NWR, DSR will collaborate with refuge staff to identify priority information necessary to evaluate potential restoration options to achieve improved sustainability.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Charles M. Russell NWR Complex	Specific goals and objectives for addressing Sagebrush Ecosystem priority on the Charles M. Russell WMD will be developed this year with initiation of the Comprehensive Conservation Planning process.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Red Rock Lakes NWR	There are no transition priorities for this Refuge in 2017.		
Western Montana NWR Complex	In collaboration with refuge staff at Benton Lake NWR, DSR will use existing information to identify priority wetland management activities.		
	Realign all full-time, not dual-function, fire positions into a supervisory structure under the fire program.		
Bear River Watershed Conservation Area	We will develop a project leader position description.		
San Luis Valley NWR Complex	In collaboration with refuge staff, identify options to improve wetland sustainability using existing information, including hydrologic and riparian restoration activities.		
Rocky Mountain Arsenal NWR Complex	Fill entry level Visitor Services Specialist position with one of the Department Fellows staff.		
Regional Office			

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Regional Office / Assistant Regional Director's Office	We will revise the Refuge Supervisor, Deputy Refuge Supervisor and Program Analyst position descriptions.		
	We will reduce from three to two Refuge Supervisors. We will hire two Deputy Refuge supervisors.		
Division of Scientific Resources	Incorporate new base funding and realign existing inventory and monitoring (I&M) funding (traditionally used for competitive projects) to support development of scientific expertise.		
	Pilot the newly proposed Habitat Management Plan (HMP) process at Fish Springs, San Luis Valley Complex, Marais des Cygnes, Benton Lake, Quivira and Lake Andes National Wildlife Refuges.		
	Focus I&M implementation on priorities and development of I&M plans at stations doing HMPs.		
	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.		
Partners for Fish and Wildlife	Hire an entry-level Biologist Trainee in Lewistown, MT.		
	Convert a Pathways student into an entry-level Biologist Trainee in Dillon, MT.		
	Transition "H2-O" WMD shared biologist from 50 percent PFW to 100 percent refuge position serving the Crown of the Continent area.		
	Transition the Mission Valley PFW Focus Area biologist to the Crown of the Continent PFW Biologist.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
	Provide 20 percent of PFW staff time at North Platte to assist the North Platte and Crescent Lake NWR units.		
Division of Realty	Region 6 Realty will have another five years of the 70/30 funding split for acquisition of easements.		
	We will hire a surveyor and two Realty Specialists; one each for Bismarck, ND and Sand Lake NWR to accommodate the increased workload.		
Division of Incident Command System / Fire	Implementation and staged hiring of prescribed fire specialists.		
	Direct Reports for zone fire personnel will go through the Zone Fire Management Officer (FMO) as of February 15, 2017.		
	Additionally as of April 15, 2017, the Zone FMOs will directly report to the Regional Office Fire staff (RFMC).		
	In 2017, all full-time, not dual function, fire positions will be realigned into a supervisory structure under the fire program.		
	An Advisory Council will be created with Project Leaders and Zone FMOs to ensure Prescribed Fire Specialists have guidance and direction to meet the future management goals of the Service.		
ICS/ Law Enforcement	We will pilot a line-supervision staff model for law enforcement in the State of Kansas in 2017 in support of the NWRS strategic planning effort.		

2017 Transition Statements			
Zone / Refuge	Statement	Who is responsible	When is due
Habitat and Population Evaluation Team	A spatial ecologist will be placed at both Missoula, MT and Bloomington, MN to support USFWS and NWRS priorities.		
Division of Operations / Budget	There are no transition priorities for this division in 2017.		
Division of Operations / Facilities	Further develop pilot facilities position as a Complex Level Facilities Manager.		
	Develop position for Facilities Trainee positions, Facilities Specialist and further define complex specific Facilities Management descriptions.		
	Develop a position description for a Regional Office Facilities operations support position.		
Business Team	We will transition to a regional business team without zone boundaries.		
Division of People, Planning, and Policy	The planning branch currently under DSR will transition to the People, Planning, and Policy Division.		
	We will fill the Planning and Policy Branch Chief via detail opportunities throughout this year.		
	We will develop a Division Chief position description. A stand-alone youth position will be developed; we will determine how this is accomplished in 2017.		

Appendix B – Ecological Sustainability

Ecological Sustainability

What is Ecological Sustainability?

Ecological sustainability is the ability to support the relationship of living organisms to one another and their physical surroundings for an indefinite period rather than attempting to maximize productivity over the short-term.

What Factors Are Important to Achieving Ecological Sustainability?

Managing ecosystem processes within the range of natural variability and restoring physical attributes of the landscape are the primary considerations in achieving ecological sustainability. In many cases, past land alterations do not allow a complete return to historic conditions and decisions must be made regarding alternative plant communities that can be sustained. Although this may not result in “maximum annual productivity” of target species, long-term ecosystem productivity (including target species) is more sustainable and often can be achieved with less management intensity.

Why is Ecological Sustainability Important?

Past and current land-use alterations and associated changes in environmental conditions have significantly affected our ability to effectively manage natural resources on many refuges in Region 6. Many management strategies that we once used to achieve habitat objectives are less effective and, in some cases, may contribute to further degradation of refuge lands. Therefore, achieving ecological sustainability is critical to ensuring that refuge lands will contribute to supporting wildlife populations and the provision of other important ecosystem services into the future. Although no single refuge in Region 6 encompasses a sufficient area to guarantee the long-term viability of wildlife populations or ensure that important ecosystem services are maintained at an appropriate spatial scale, refuge lands can serve as a key foundation for such efforts with our partners.

How is Ecological Sustainability related to the Refuge Purpose?

Ecological sustainability requires managing processes and physical attributes of the environment to achieve the purposes of refuge establishment over the long-term, which is supported by the policy on Biological Integrity, Diversity, and Environmental Health.

What is the Appropriate Scale to Consider Ecological Sustainability?

The appropriate scale depends on site-specific conditions, including the type, extent, and magnitude of past alterations as well as anticipated future environmental threats. Many physical attributes can be restored or modified by altering management strategies on refuge lands. In contrast, many ecosystem processes are affected by land-use activities and stressors occurring on non-refuge lands in the watershed. In these cases, options to achieve ecological sustainability often require consideration of management strategies at spatial scales larger than the refuge or, if this is not feasible, management strategies that can be implemented on refuge lands to mitigate off-refuge impacts.

How Will Ecological Sustainability Be Determined?

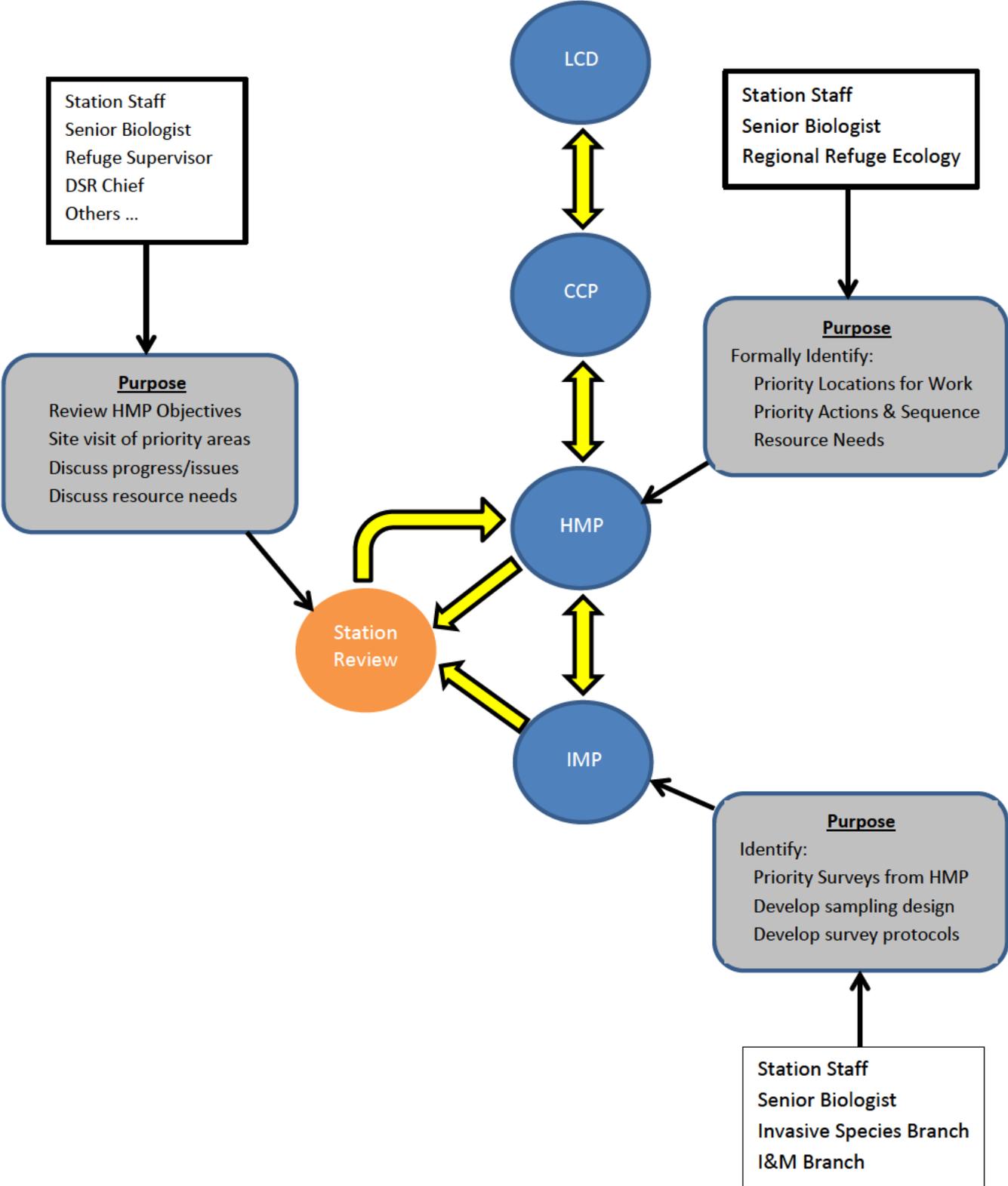
Ecological sustainability will be determined through development of a Habitat Management Plan (HMP).

Habitat Management Plan Template

From recent policy: Use any format acceptable to your Refuge Supervisor and Regional Chief.

1. Introduction
 - a. Reason for developing HMP
 - i. Policy – specifically describe habitat management strategies
 - b. Relationship of HMP to CCP & other station management objectives (see figure)
2. Station Purpose
 - a. Concise statements of:
 - i. Enabling legislation
 - ii. Service policies
 - iii. Regional Director priorities
 - iv. Assistant Regional Director – Refuges priorities
 - b. Interpretation of purposes relative to lands under consideration, including
 - i. Resources of Concern
 1. Plant communities (habitats)
 2. Wildlife communities
3. Describe intent of HMP
 - a. Identify restoration actions and management strategies that will occur during the next 10 years to
 - i. Accomplish goals and objectives in the CCP or other approved documents
 - ii. Can be sustained indefinitely with minimum intensity
 - iii. Conform to HMP policy requirements
2. Synthesize and describe in an integrated manner the historic habitats comprising the station, the ecological processes that sustained these habitats, and how the system of which the station is a part functioned, including
 - a. Physical attributes (e.g., geology, soils, topography, climate)
 - b. Range of variability in processes (e.g., hydrology)
 - c. Plant community composition & structure
 - d. Wildlife community composition
3. Describe current habitats and evaluate status of ecosystem processes and functions
4. Compare historic and current habitats and
 - a. Assess changes in environmental conditions and habitats
 - b. Describe how changes in processes and abiotic factors have influenced plant community composition/structure and wildlife communities
5. Evaluate the need and ability to change to achieve objectives by developing spatially explicit management scenarios, including the
 - a. Ability to positively impact plant and wildlife communities that are relevant to establishment purposes, BIDEH policy, and required to meet approved habitat objectives
 - b. Ability to sustain or improve ecological conditions over the long-term
 - c. Ability to minimize the cost and/or intensity of management
6. Select the most appropriate management scenario and
 - a. Identify appropriate types and corresponding sequence of activities for specific locations, including
 - i. Desired changes in specific attributes (e.g., hydrology, plant/animal community)
 - ii. Key parameters for each location that can be monitored to assess response to management actions (e.g., abiotic parameters, plant community composition, etc.) and adapt the management approach if necessary
 - b. Prioritize locations for work and develop schedule of implementation for a 10-year period

Relationship of HMP to other Plans and Potential Uses



Appendix C – National Wildlife Refuge System – Regional Five year Priorities



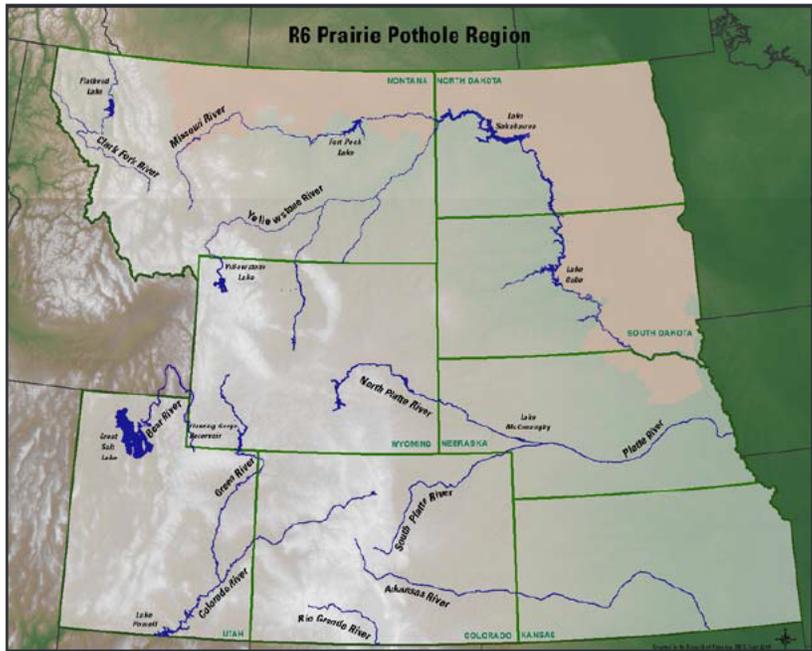
PRAIRIE POTHOLE REGION

Vision

We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.

Goal

Protect grassland and wetland habitat in the Prairie Pothole Region (PPR).



Five-Year Priorities

Protect habitat for waterfowl, grassland birds and pollinators.

- Acquire 30,000 acres of grassland and 10,000 acres of wetland easements in the first two years.
- Acquire easements on approximately 15,000 acres of grasslands and 5,000 acres of wetlands in the last three years.
- Work with private landowners to restore habitat on private lands.

Hire and retain qualified and professional staff.

- Maintain staff and infrastructure needed to conduct appraisals, acquire conservation easements, work with private landowners and conduct easement enforcement activities.
- Utilize new partnerships and agreements to ensure stable funding to retain fire management capacity.

Monitor energy development activity in the PPR.

- Define Service roles, responsibilities and authorities with energy related issues.
- Assess the impacts of energy development on grasslands, wetlands and waterfowl.

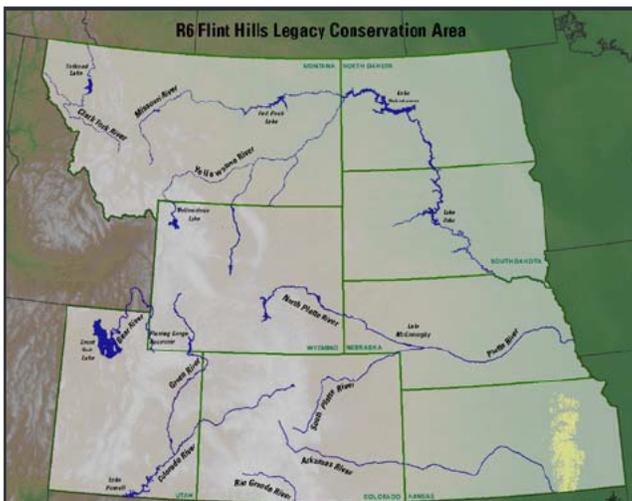


Vision

We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.

Goal

Maintain the integrity of tallgrass habitat, stream water quality and the rich agricultural heritage of the Flint Hills Legacy Conservation Area (FHLCA) in eastern Kansas.



Five-Year Priorities

Protect habitat for grassland birds, aquatic species, threatened and endangered species and pollinators.

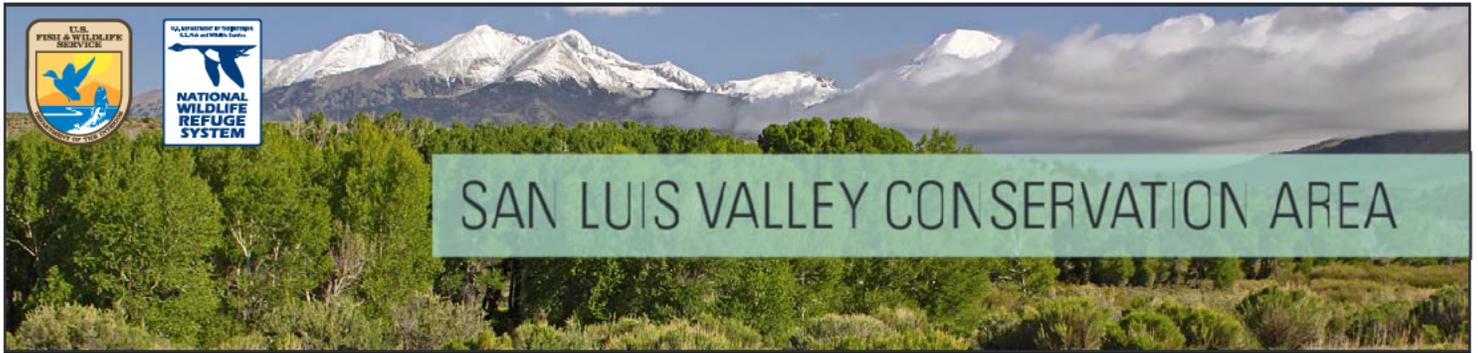
- Acquire easements to conserve approximately 10,000 acres of tallgrass prairie and stream habitats.
- Manage invasive species in the tallgrass habitat.
- Maintain appropriate fire intervals to preserve, restore and enhance tallgrass habitat.
- Develop a Strategic Habitat Conservation plan for the Flint Hills.
- Work with private landowners to restore habitat on private lands.

Work with key partners to expand conservation efforts in the Flint Hills.

- Utilize partnerships to address data and knowledge gaps.
- Conduct baseline inventories and surveys needed for aquatic and terrestrial resources.
- Ensure the region's sustainable ranching culture continues.

Increase education and outreach on the importance of the Flint Hills.

- Expand the responsibilities of Quivira NWR Visitors Services staff to areas beyond Quivira NWR.
- Develop fire management education materials or programs that highlight the importance of fire in the FHLCA.
- Utilize partnerships to share communication resources.
- Provide law enforcement coverage to monitor public use.

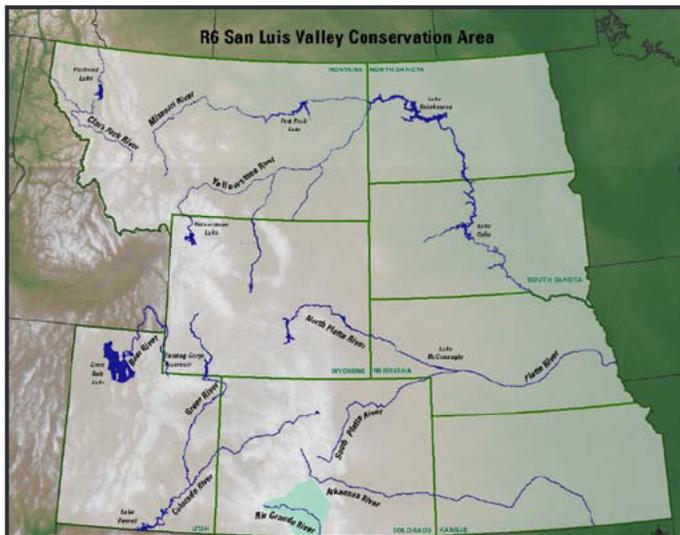


Vision

We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.

Goal

Align the San Luis Valley Conservation Area (SLVCA) delivery actions to biological outcomes identified in the comprehensive conservation plan.



Five-Year Priorities

Control invasive species.

- Develop three fish barriers to prevent non-native fish from entering small streams with native fish species.
- Identify priority invasive species and ecological thresholds.
- Develop and utilize an early detection and rapid response plan and prioritize efforts to deal with invasive species.

Five-Year Priorities

Optimize use of ground and surface water.

- Secure and maintain water rights for the SLVCA.
- Ensure station infrastructure changes are populated and prioritized in the DM database.
- Complete SLVCA Complex Augmentation Plans and water models.
- Elevate water rights to the solicitor and Department of Justice through the Regional Office.

Restore habitat and meet population objectives.

- Partner with the state to meet state elk population objectives while minimizing habitat impacts on Service lands.
- Accurately inventory the San Luis Valley Southwestern Willow Flycatcher population and develop a conservation design to meet recovery objectives.
- Develop and implement cost-effective riparian restoration techniques.
- Complete an Inventory and Monitoring Plan.

Utilize partnerships to protect species and habitats.

- Align the Intermountain West Joint Venture implementation plan and habitat objectives for the San Luis Valley.
- Work with Colorado Parks and Wildlife to develop conservation design and delivery tools necessary to protect and restore native fish populations.
- Through the Partners for Fish and Wildlife program, work with private landowners on grazing management to minimize cottonwood gallery degradation.
- Refine the land protection model to meet biological objectives.

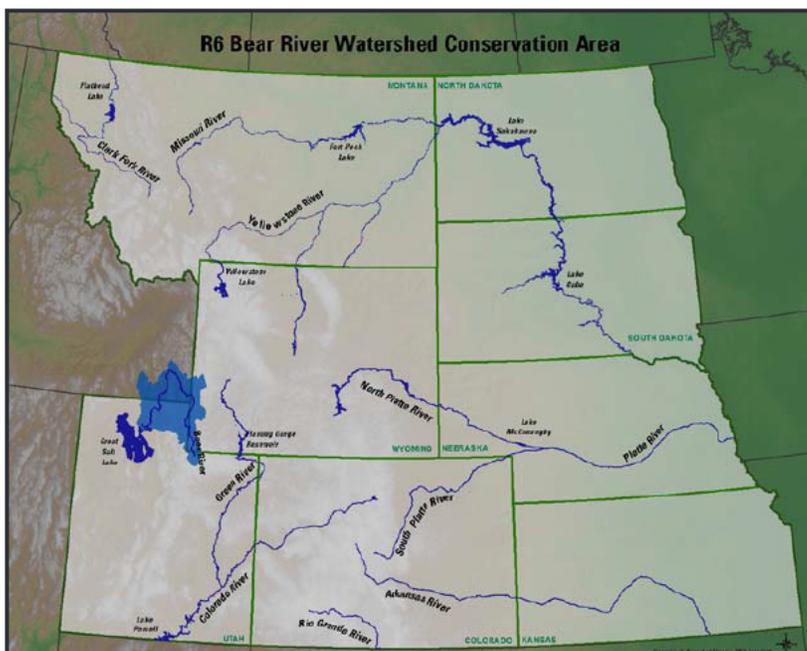


Vision

We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions.

Goal

Establish the Bear River Watershed Conservation Area (BRWCA) as a new model for habitat management and public engagement in the National Wildlife Refuge System.



Five-Year Priorities

Develop the Bear River Migratory Bird Refuge (MBR) into a focal point for the public.

- Develop and implement a Visitor Services/Urban Wildlife Refuge plan for Bear River MBR.
- Complete an assessment of capacity and conditions of facilities on Bear River MBR.
- Develop and cultivate an urban wildlife refuge partnership site in Salt Lake City.
- Foster collaborative partnerships with Bear River MBR that demonstrate the importance of conservation in the BRWCA.

Refine and improve resource information, biological objectives and models.

- Focus the Partners for Fish and Wildlife program and realty acquisition efforts on important habitat within the BRWCA.
- Develop a new water management plan and modify the water facilities to support the plan.
- Obtain a completed Water Resources Inventory and Assessment.

Appendix D – Refuge Program Realignment Decisions



REGION 6 Refuge Program Realignment Decisions

Will Meeks, Refuge Chief

will_meeks@fws.gov

(303) 236-4303

Maureen Gallagher, Deputy Refuge Chief

maureen_gallagher@fws.gov

(303) 236-4792



fw6_RefugesFuture@fws.gov

bit.ly/1RefugesFuture

KEY DECISION:

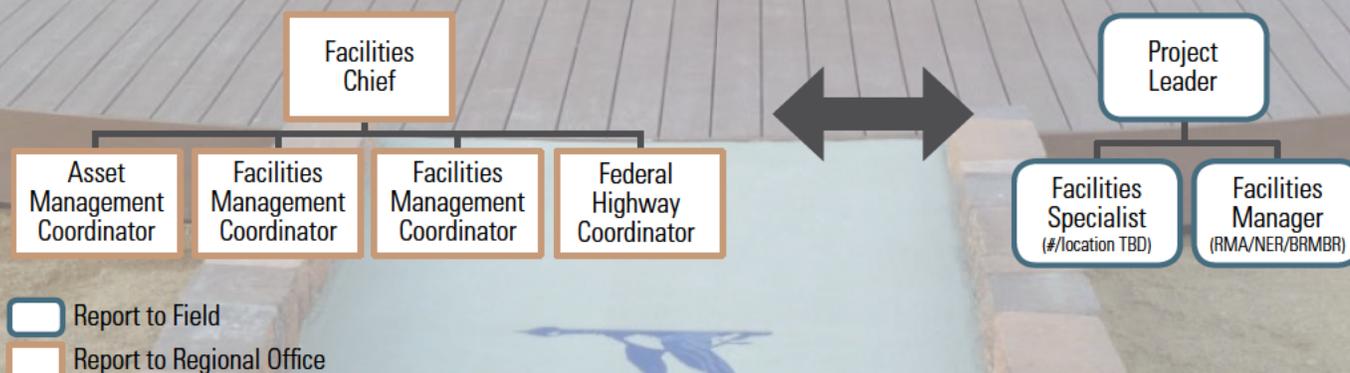


Facilities Specialists

We will develop a Facilities Specialist position description designed to serve the needs of multiple field stations.

WHY?

We will create efficiency and improve the quality of our fleet and facilities management with highly trained dedicated positions that serve multiple field stations. Project Leaders (PL), Deputy PLs and Station Managers will be relieved from the day-to-day management of fleet and facilities. This decision also provides a broader career pathway for our employees, particularly those in the wage grade series.



REFUGE PRIORITIES



Roles and Responsibilities

The position will report directly to one of the Project Leaders in the facilities consortium. Responsibilities are:

- maintain all databases associated with the stations within the consortium,
- complete Real Property Inventory to include FBMS and SAMMS,
- conduct Annual Condition Assessments,
- coordinate with Regional FMC,
- maintain and coordinate repairs/modifications to Refuge facilities,
- serve as Contracting Officer's Representative (COR) or site representative on all contracted construction,
- coordinate with Federal Highway and station management for Route ID, and
- serve as Trail Master, Temporary Housing Coordinator and Fleet Utilization Coordinator.

Timeline

A position description is currently being classified. We will pilot this concept with a single position to be filled in Huron, SD reporting directly to the Facilities Chief during the two-year pilot period. The position will then transfer to the designated Project Leader.

During the pilot period we will evaluate the effectiveness of the position and monitor workload to determine the appropriate number of stations to be serviced by the position and refine performance metrics in preparation for hiring a number of positions around the region.

KEY DECISION:



Easement Specialists

We will create Easement Specialist position descriptions (GS 485 series) to focus a portion of our workforce on conservation easement management across the region.

WHY?

Conservation easements help us meet our mission and will be the principal tool in meeting three of our refuge program priorities.

REFUGE PRIORITIES



Roles and Responsibilities

The majority of administrative work, site visits, identification of new opportunities, and working with landowners will be done by Easement Specialists. These specialists have the policy expertise, land management knowledge, and people skills necessary to successfully work with landowners to manage these areas and reduce the need for law enforcement. These positions will be responsible for working closely with Realty, Law Enforcement and Partners for Fish and Wildlife.

Timeline

Two new position descriptions will be developed, an Easement Specialist and Easement Specialist Trainee.

The Prairie Zone Supervisor will build a team of field personnel within six months to develop these position descriptions. We anticipate being ready to hire these positions in 18 - 24 months.

KEY DECISION:



Station Manager Positions

We will develop a cadre of Station Manager position descriptions to reflect expertise in each of the following: Wildlife Refuge Specialist, Easement Specialist, Biologist, and Park Ranger. These positions will be at stations that require minimal management and are ecologically sustainable.

WHY?

We can efficiently address the priorities of smaller, minimally managed stations with a Station Manager that has specific expertise. Not all stations require the same type of resource management. By diversifying the job series for Station Managers, we can attract candidates with more varied educational and work experience backgrounds.



REFUGE PRIORITIES



Roles and Responsibilities

Station Managers are the lead employee at a station, often reporting to a Project Leader at another station (not necessarily complexed). All of the Station Manager position descriptions will have a common core of managerial responsibilities and also prepare the employee for the next step in their career as a manager.

Timeline

We anticipate the position descriptions to be classified and ready for use in 24 - 30 months.

KEY DECISION:

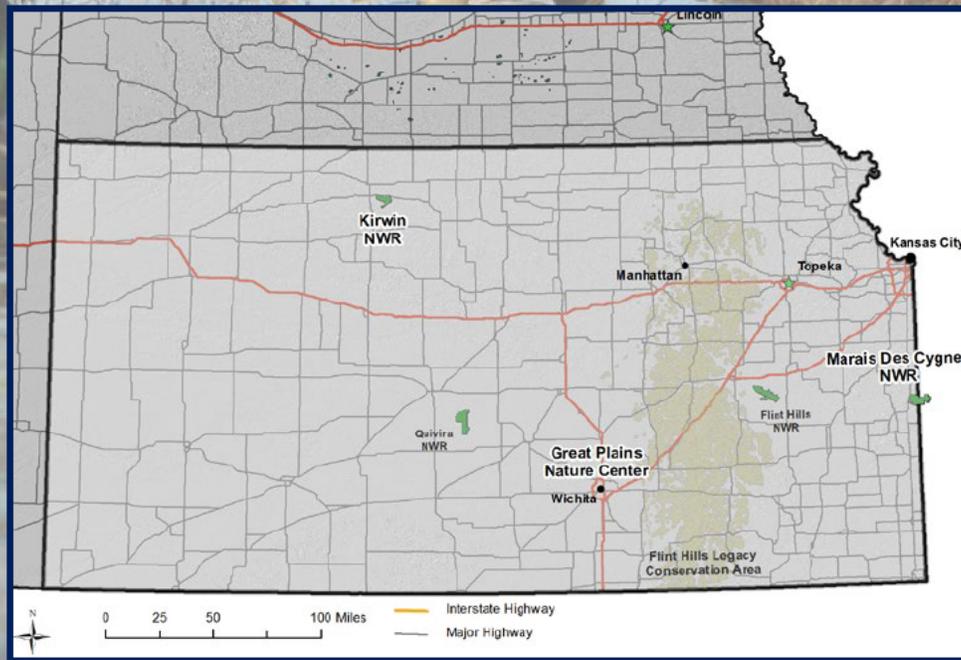


Kansas Urban Refuge Collaborative

We will create the Kansas Urban Refuge (KUR) Collaborative, comprised of Marais de Cygnes National Wildlife Refuge (NWR), Kirwin NWR and The Great Plains Nature Center. This project will provide a visitation hub for the region.

WHY?

The greatest impact we can make to the National Wildlife Refuge System in this area is to focus our resources on effectively engaging the public. We want to draw visitors from the Kansas City metropolitan area to the refuges in the region.



REFUGE PRIORITIES



Roles and Responsibilities

The KUR Collaborative will be managed from the Marais de Cygnes NWR, with the Project Leader position serving in a role similar to a National Park Service Superintendent.

A staff of visitor services positions will be distributed across the three stations, working closely with the Urban Coordinator and zone Visitor Services Manager. This team will also provide support to other stations in Kansas and the Rainwater Basin WMD.

Habitat/species management for the KUR stations will be supported through cooperative efforts from Quivira NWR, Flint Hills NWR, and the Rainwater Basin WMD.

Timeline

We anticipate that it will take 24 - 30 months to realign this part of the program.

KEY DECISION:

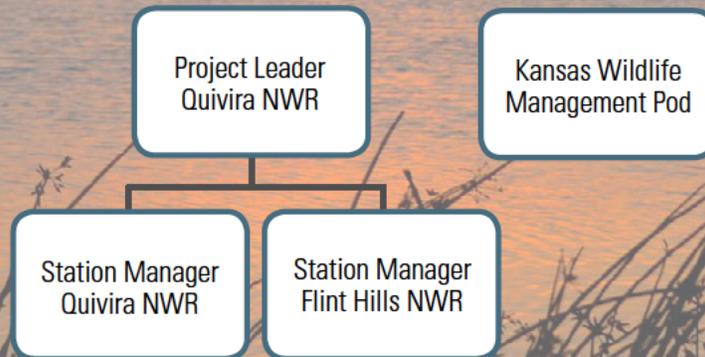


Kansas Waterfowl Collaborative

We will create the Kansas Waterfowl Collaborative, managed under a single Project Leader at Quivira NWR. This Collaborative will provide resource management support to all of the NWRs in Kansas.

WHY?

Quivira and Flint Hills NWR are both heavily managed refuges in highly altered landscapes. It is important to maintain these investments and activities to support waterfowl populations migrating through the Rainwater Basin to the Prairie Pothole Region. By advancing and maintaining a highly skilled shared staff at these stations, we can create efficiency of operation for all Kansas refuges.



- Report to Field
- Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

A Project Leader stationed at Quivira NWR will oversee the operations and management of Quivira and Flint Hills NWRs. A Station Manager will be the lead at Flint Hills NWR reporting to the Project Leader.

The Project Leader is responsible for building a team to develop a conceptual model and pilot a pod concept for land management across Kansas. All budget and organization codes for these stations will remain independent.

Timeline

We anticipate it will take 24 - 30 months to implement a pilot pod and develop a Station Manager position description.

KEY DECISION:

Flint Hills Legacy Conservation Area



We will build the Flint Hills Legacy Conservation Area (FHLCA) into a stand-alone field station.

WHY?

We want to maintain the integrity of tallgrass habitat, stream water quality, and the rich agricultural heritage of the Flint Hills in eastern Kansas. We have the opportunity in the next 20 years to conserve the grassland habitat and ranching heritage through our easement program. By building community relationships and starting to acquire conservation easements, we will expand our conservation legacy.

Partners for Fish and Wildlife Biologist

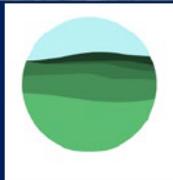
Station Manager (Easement Specialist)

Realty Specialist

 Report to Field

 Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

The three positions will work together toward a common goal and measurable objectives, but none will have supervisory authority over the others. The Station Manager will be the lead for the Conservation Area. An independent budget and organization code will be developed for the station.

This is one of only two Station Managers that will report directly to the Refuge Supervisor.

Timeline

We anticipate it will take 24 - 30 months to finalize position descriptions and fill these positions.

KEY DECISION:

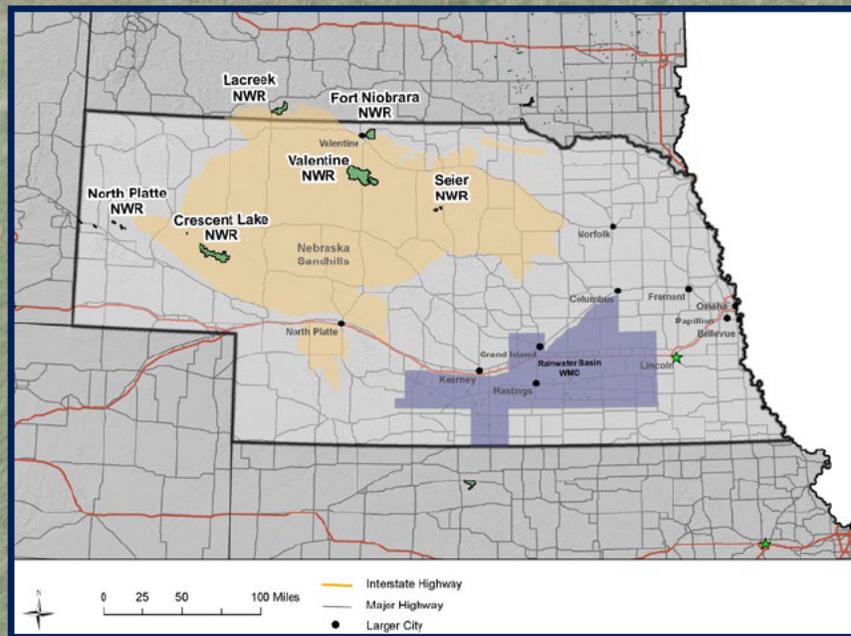


Sandhills Refuge Collaborative

We will create the Sandhills Refuge Collaborative by combining the management of Valentine, Fort Niobrara, Lacreek, Crescent Lake and North Platte NWRs under one Project Leader.

WHY?

We are strengthening our commitment to maintaining the ranching heritage of the Nebraska sandhills landscape, one of the few intact landscapes able to support traditional uses of the land, by increasing our focus on community-based conservation connections.



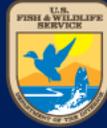
Roles and Responsibilities

A Project Leader, stationed at Fort Niobrara NWR, will collectively manage the Sandhills Refuge Collaborative with Station Managers located at Lacreek, Valentine, Crescent Lake, and Fort Niobrara NWRs. The Project Leader, Station Managers, and the Nebraska Partners for Fish and Wildlife State Coordinator will develop avenues for cooperative community-based conservation. This effort will focus on landscape level opportunities both on and off refuge lands via partnerships. All budget and organization codes for these stations will remain independent.

Timeline

In order to develop the collaborative engagement with the community, we anticipate it will take 24 - 36 months to complete this portion of the realignment.

KEY DECISION:

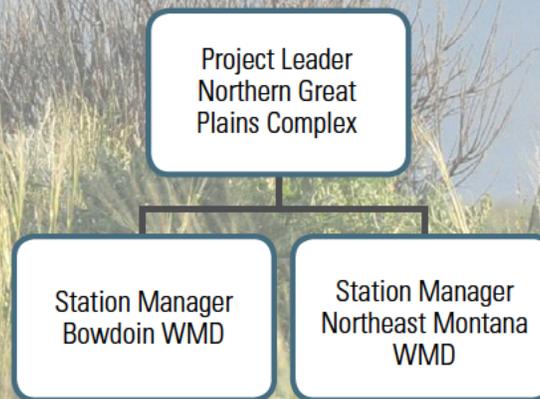


Northern Great Plains WMD

We will create the Northern Great Plains (NGP) Wetland Management District (WMD) by managing Medicine Lake NWR/ Northeast Montana WMD, Bowdoin NWR/ WMD, Hewitt Lake, Black Coulee, Lake Thibadeau, and Creedman Coulee NWRs under one Project Leader stationed at Bowdoin NWR.

WHY?

We have data and data analysis completed to direct our resources to Montana. The Bowdoin WMD has the highest potential in the state of Montana to reach our goals, making it the focus of our efforts. We will orient our resources toward the prairie pothole and sage steppe landscapes.



- Report to Field
- Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

A single Project Leader will manage the NGP WMD with a shared budget and organization code. Station Managers will supervise land management at the WMDs focusing on the highest priority species and easement acquisition and management.

Timeline

The creation of this WMD has been in progress for several months and we anticipate it to be completed in six months.

KEY DECISION:



Western Montana Complex

We will create the Western Montana Complex to provide management support to Benton Lake NWR/WMD; Lee Metcalf, Lost Trail, Ninepipe, Pablo, and Swan River NWRs; and Swan Lake, Blackfoot Valley and Rocky Mountain Front Conservation Areas.

WHY?

We are directing our resources to stations that support our highest priorities. Several of these stations will seek opportunities to cooperatively manage with state, federal, non-governmental partners or neighboring landowners.

REFUGE PRIORITIES



Roles and Responsibilities

The Western Montana Complex will be managed under one Project Leader with station managers reporting to the Project Leader from Benton Lake WMD and Lee Metcalf NWR.

An entry level manager will be stationed at Creston National Fish Hatchery (NFH) to assist with management at Lost Trail NWR and the Conservation Areas in the Crown of the Continent. We will seek cooperative management opportunities at Lee Metcalf, Lost Trail, Ninepipe, and Pablo NWRs.

Timeline

We anticipate transition to station managers at Benton Lake WMD and Lee Metcalf in 18 - 24 months.

We estimate 60 months to develop cooperative management agreements and to place an entry level manager at Creston NFH.

KEY DECISION:



Bear River Watershed Conservation Area

We will build the Bear River Watershed Conservation Area (BRWCA) into a stand-alone field station.

WHY?

We will focus the Partners for Fish and Wildlife program and Realty acquisition efforts on important habitat within the BRWCA. We have the opportunity in the next 20 years to conserve habitat critical to maintain the watershed of the Bear River Migratory Bird Refuge through our easement program. By building community relationships and starting to acquire conservation easements, we will expand our conservation legacy.

Partners for Fish and Wildlife Biologist

Station Manager (Easement Specialist)

Realty Specialist

-  Report to Field
-  Report to Regional Office

REFUGE PRIORITIES



Roles and Responsibilities

The three positions will work together toward a common goal and measurable objectives, but none will have supervisory authority over the others. The Station Manager will be the lead for the Conservation Area. An independent budget and organization code will be developed for the station.

The Station Manager will work closely with the Project Leader at the Bear River Migratory Bird Refuge to achieve common goals and objectives.

This is one of only two Station Managers that will report directly to the Refuge Supervisor.

Timeline

We anticipate it will take 24 - 30 months to finalize position descriptions and fill these positions.

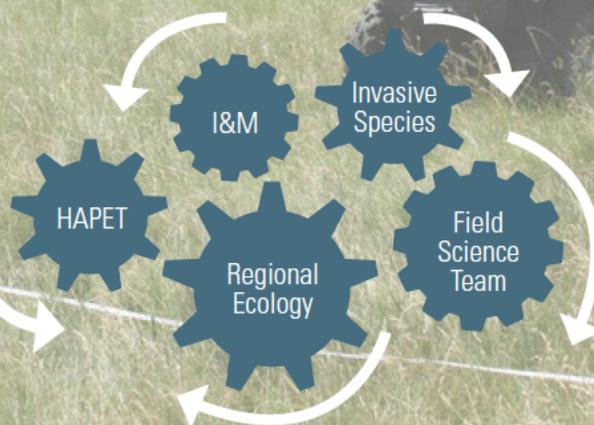
KEY DECISION: Science Function



The science function will be fully implemented with three major components. The Division of Scientific Resources consists of three branches; Inventory and Monitoring, Invasive Species and Regional Ecology, which will work closely with the HAPET Refuge Field Science Team lead by senior biologists.

WHY?

Science is the backbone of our organization and we have a wide variety of scientific needs as outlined by the Project Leaders. To use our science as effectively as possible, we will focus our efforts on completing Habitat Management Plans (HMPs) to achieve ecological sustainability at our stations.



REFUGE PRIORITIES



Roles and Responsibilities

- The Field Science Team, consisting of senior scientists at field stations, leads Habitat Management Plan (HMP) development and monitoring implementation.
- Regional Ecological Program supports CCP revisions, HMP development & review, and provides decision support for complex biological-political issues, and local-scaled spatial analysis.
- Inventory and Monitoring (I&M) biologists complete quantitative ecology and decision analysis, data management and Inventory and Monitoring Plan (IMP) development.
- HAPET develops landscape decision tools and spatial data management and analysis.
- Invasive Species coordinates and implements control measures through strike teams.
- Seasonal field support collects data.

I&M and the Invasive Species program will report to the Division of Scientific Resources. The Field Science Team and seasonal field support will report to staff in the field. Completion of HMPs and IMPs will be the highest priority for the biological program.

Timeline

We anticipate HMPs will be completed for all staffed stations in five years.

KEY DECISION:



Division of Incident Command

We will create a Division of Incident Command (IC) to include law enforcement, fire, and emergency management services.

WHY?

We will streamline communications and operations through an incident command structure. This will improve the quality and timing of our response to large incidents which are growing in frequency and complexity. Streamlining necessary training will save money, improve efficiencies, and allow us to put more boots on the ground.

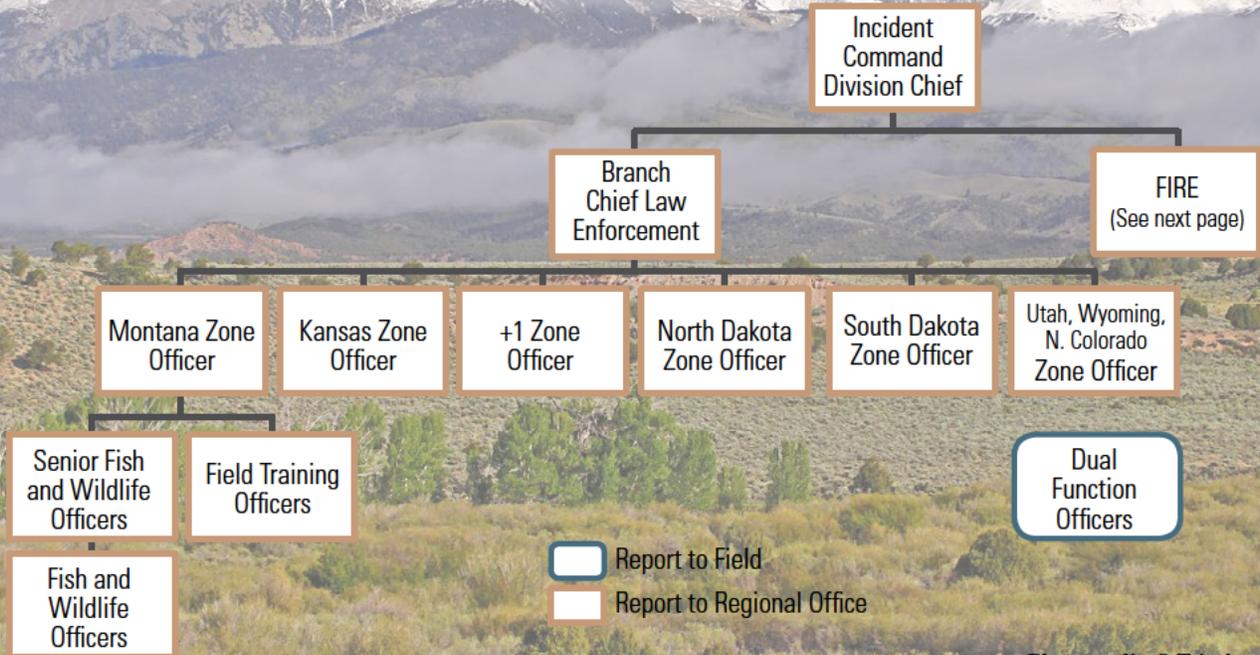


Photo credit: © Trinchera Blanca Ranch

REFUGE PRIORITIES



Roles and Responsibilities

The Incident Command (IC) Division Chief will be the principle responsible party for the division and serve as the Fire Program Coordinator. The Branch Chief of Law Enforcement, Branch Chief of Fire, and Fire Management Officers will all report to the IC Division Chief.

All full-time fire and law enforcement positions will report up through this division. All dual function law enforcement and fire positions will report through the refuge management chain of command.

Measures will be put in place to ensure continual communication between IC and Refuge Managers so their functions are targeted toward meeting refuge priorities. Development of plans and review of annual employee performance will involve both the line supervisor and refuge management.

Timeline

We anticipate it will take 12 - 18 months to realign this portion.

KEY DECISION:

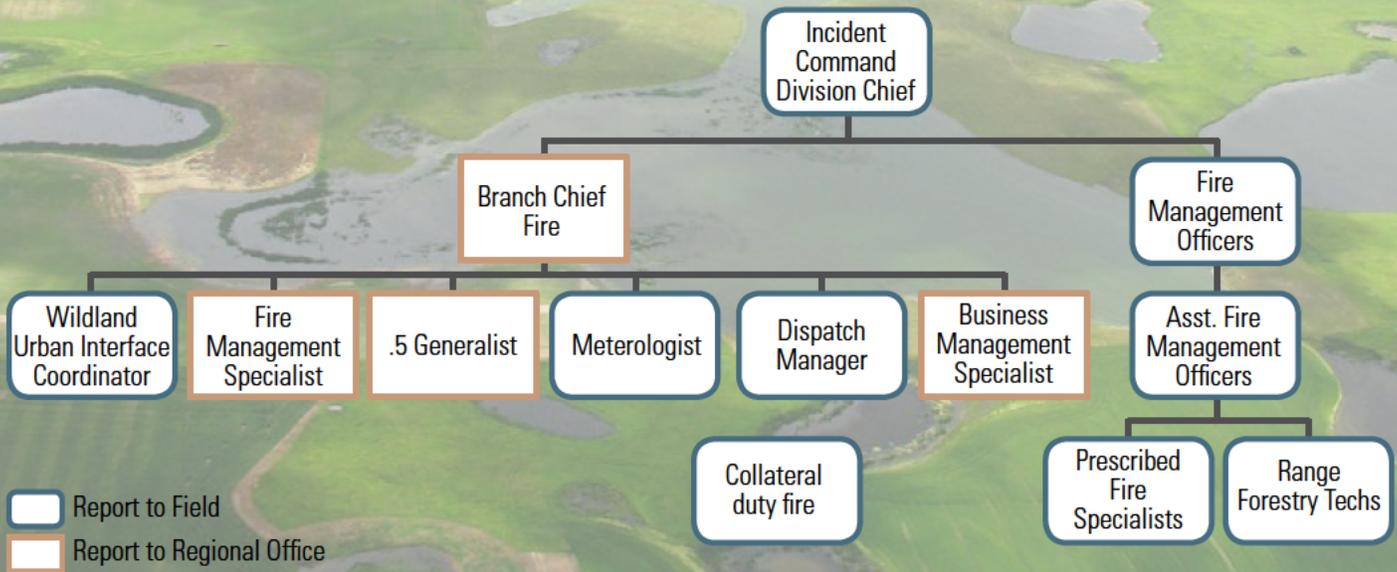


Prescribed Fire Specialists

We will create seven Prescribed Fire Specialists (PFS) positions (funded from 1261), adding to the Centers of Excellence we have been building in the Fire Program.

WHY?

Prescribed fire is an essential tool for habitat and species management in Region 6. Development of the National Fire Plan and reductions in our fire budget have left the region with inadequate resources to use fire proactively as a conservation and mitigation tool. PFSs can fill voids and serve in many roles including firefighters, wildlife ecologists, planners and burn crew supervisors.



REFUGE PRIORITIES



Roles and Responsibilities

As part of the Incident Command team, all PFSs will report to the Fire Management Officer (FMO) in their Fire Zone. An essential responsibility of a PFS is to work closely with refuge managers to develop conservation treatments including burn plans, and coordinate prescribed burns. Prioritization for filling these positions, performance and conduct management, and selection of hires will be a collaborative effort between FMOs and refuge Project Leaders.

Timeline

Position descriptions already exist for Prescribed Fire Specialists. We can begin to hire these positions as they become a priority.



From: [Noreen Walsh](#)
To: ["George Waters"](#)
Subject: RE: NRDC endorsement
Date: Thursday, September 22, 2016 4:39:00 PM

Thanks for forwarding this.

*Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service
303 236 7920*

From: George Waters [mailto:george@georgewaters.com]
Sent: Thursday, September 22, 2016 4:30 PM
To: jim_kurth@fws.gov; roslyn_sellars@fws.gov; scott_aikin@fws.gov; matt_hogan@fws.gov; stephanie_potter@fws.gov; megan_reed@fws.gov; ann.navaro@sol.doi.gov; stephen_guertin@fws.gov; cynthia_martinez@fws.gov; noreen_walsh@fws.gov; shaun_sanchez@fws.gov; Dan Ashe; 'Roth, Barry'; 'Hilary Tompkins'
Cc: brian.upton@cskt.org
Subject: NRDC endorsement

Folks – Thought you might find the attached letter from the Natural Resources Defense Council supporting enactment of the National Bison Range Restoration Act of 2016 of interest. NRDC did a great job explaining how this is entirely distinguishable from privatization or transferring federal lands to the states.

The signature on the letter is a little difficult to read but it is Matt Skoglund, the Director of NRDC's Northern Rockies Office. They gave it to us during a meeting there this afternoon.

Thanks!

*George Waters, President
George Waters Consulting Service
505 Capitol Court., NE
Suite 200
Washington, DC 20002
(202) 544-3044
(202) 544-3155 fax
george@georgewaters.com*

From: [Noreen Walsh](#)
To: [Mogadam, Roya](#)
Subject: Re: Response Letter to Senator Tester (NBR) Signed and Sent
Date: Thursday, January 19, 2017 8:48:20 AM

Thanks Roya!

Noreen Walsh
Regional Director
Mountain-Prairie Region
U. S. Fish and Wildlife Service

On Jan 19, 2017, at 8:38 AM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

Morning-

The Service's response letter to Senator Tester on CSKT's legislative language transferring into trust the National Bison Range was signed yesterday. HQ sent me the final copy this morning which is in DTS and also attached. HQ-CLA sent the letter to Senator Tester's office electronically.

I know folks are travelling so reading the PDF may be challenging, below is the text of the letter:

Thank you for your letter of January 5, 2017, requesting the U.S. Fish and Wildlife Service's (Service) thoughts on the Confederated Salish and Kootenai Tribes (CSKT) legislative proposal that would return management authority of the National Bison Range to the CSKT.

As you know, President Theodore Roosevelt established the National Bison Range in 1908 within the boundaries of the Flathead Indian Reservation, home of the CSKT, with the purpose of conserving bison during a time when they were on the verge of extinction. In the late 1800s, the population of bison had plummeted from 30 to 60 million to a low of 1 00 in the wild. From an initial herd of 40, today, 350-500 bison call the National Bison Range home.

The Service, along with other Federal, State, and Tribal partners, has made significant strides in conserving bison and re-establishing herds throughout their historic range. Our collective success in the management of bison in the West has led the Service to support a transfer of the lands comprising the National Bison Range from the National Wildlife Refuge System to be held in trust for the CSKT to manage for the purpose of conserving bison, wildlife, and other natural resources. By transferring these lands, bison, and other natural resources into a trust for the benefit of the CSKT, the Service can focus our limited resources on more pressing landscape-scale conservation priorities while ensuring that the successful conservation of bison in the West continues.

The Service supports provisions that ensure that lands comprising the National Bison Range will continue to be managed in accordance with their original conservation purpose and allow for continued public access. Both of these provisions were included in the CSK T's revised draft legislative proposal.

This potential transfer of these lands into trust is unique because the National Bison Range was established wholly within a Reservation boundary for a narrowly defined purpose: the conservation of bison. The Service considers the CSKT to be experienced land and resource managers that have a long history of successful wildlife conservation and we expect the bison conservation success story will continue if the CSKT's legislative proposal is adopted.

We have confidence the CSKT will maintain the high conservation standards that have been established at the National Bison Range, preserving its conservation legacy and therefore support their legislative proposal.

-Roya

--

Roya Mogadam
Deputy Assistant Regional Director, External Affairs
Mountain-Prairie Region
U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov

(303) 236-4572

<USFWS Response Letter to Senator Tester.pdf>

Table 1: Developmental Refuges in Region 6

Developmental Refuges

These are the refuges where the Service will strive to maintain existing field operations but may reduce grade levels. These refuges are identified because offer important developmental opportunities for refuge staff. They may have significant natural resources, opportunities for priority wildlife dependent recreation, or other significant values, but are smaller, less complex or remote

Arapaho CO)
Bowdoin (MT)
Crescent Lake (NE)
Fish Springs (UT)
Kirwin (KS)
Kulm (ND)
Lacreek (SD)
Lake Andes (SD)
Lee Metcalf (MT)
Long Lake (ND)
Marais des Cygnes (KS)
Medicine Lake (MT)

Table 2: Medium Sized Refuges in Region 6

Medium Sized Refuges

These refuges are identified as places that are typically standalone stations or complexity is less. They may have significant natural resources, opportunities for priority wildlife dependent recreation, or other significant values.

Audubon NWR (ND)
Flint Hills (KS)
Huron (SD)
Madison (SD)
Ouray – Browns Park (UT-CO)
Quivira (KS)
Rainwater Basin WMD (NE)
Seedskadee-Cokeville (WY)
Teuwakon (ND)
Waubay (SD)

Table 3: Large Sized Refuges in Region 6

Large Sized Refuges

These are the refuges where the Service will strive to maintain or enhance existing field operations. These refuges are identified because of significance of natural resources, important opportunities for priority wildlife dependent recreation, or other highly significant values that make their operations top priorities for the Service.

Arrowwood (ND)
Bear River (UT)
Benton Lake (MT)
Charles M. Russell (MT)
Devils Lake (ND)
Fort Niobrara – Valentine (NE)
Lostwood (ND)
National Elk (WY)
Rocky Mountain Arsenal (CO)
San Luis Valley (CO)
Sand Lake (SD)
Souris River Basin (ND)

Project Leader/Division Chief Decision Space Mid-level and Entry-level Staff Planning Instructions

To this point in the process we have operated in zones with the zone supervisors leading the three zones. In order to more effectively align resources for the future, focused on priorities, we need to plan as if the future project leader/Division Chief structure is in place. We are designating individuals to fill all project leader/Division Chief positions for this portion of the planning. This **does not** mean that we are already transitioning to the leadership structure presented on June 16, 2016, nor does it suggest that these individuals will occupy those positions without further consideration. There is considerable work to do before that occurs.

Responsibilities of the *designated* Project Leader/Division Chief:

- Develop a station staffing plan to cover the responsibilities of all the stations/branches under the Project Leader/Division Chief.
- Lead a team that includes all current project leaders (if a Complex or Collaborative) in plan development.
- Work, as part of a zone team, within the current zone structure (Mountain, Southern, Northern) to determine where to prioritize positions based on the 2016 budget for each zone. All current project leaders will be on this team.
- Designate a zone lead to deliver a final staffing plan, electronically and via a briefing, to Will Meeks with a cc to Maureen Gallagher and your current zone supervisor.

All of the following conditions must be met in the final staff plan.

The original side boards:

- Focus on the Vision – We will be leaders in conserving healthy fish and wildlife populations while effectively engaging the public in the face of rapidly changing landscapes and societal conditions. Your plan must include narrative that explains how it will support the vision.
- Support priorities – Resources should go to the 6 landscapes and urban refuges first, but not exclusively. Consider how best to balance making progress toward our priorities and maintaining at least 2 staff at every staffed station. You may choose to not staff lower priority stations. Your plan must include narrative that explains how it will support our priorities.
- Status quo is not an option – Think differently about how we deploy our workforce and how we package functions within positions. Maximize the diversity of expertise and knowledge we have in the zone and in the Region. While positions are stationed in a certain location, all positions should be considered a regional asset.
- Staffing plans must be within budget. Use the excel spreadsheets provided for each zone to manage your positions within budget based on a flat 2016 enacted budget and a budget with a 10% increase over 2016 enacted. Also plan for a 10% decrease. Therefore, there will be three plans. These numbers are already calculated into the spreadsheets. The spreadsheets are preloaded with calculations for pay at each grade and series level including benefits. For planning purposes, use the FPL of a position on the spreadsheets.

- Create a career ladder for staff – this does not just mean that there are ladder graded positions, but that there are positions that employees can aspire to apply to, as well. In order to flip the pyramid, your staffing plan must have a 2:1 ratio going from each level to the next. Therefore your zone must have twice as many mid-level (equivalent to GS 11/12 positions) as it does leadership level positions (equivalent to GS 12 and above). There must also be twice as many entry-level positions (equivalent to GS 9 and below) as there are mid-level positions.
- Developmental positions will be placed at the discretion of the ARD. Each zone must budget for 2 of these positions calculated at full performance GS-9, but they could be in any job series when placed. They need to be accounted for in the budget table, but are not assigned to a station.
- Our workforce should be flexible and nimble: A flexible workforce is one that can accommodate differences in work schedules and work locations. Consider sharing of positions, and providing opportunities to fill a position in multiple locations. Many of our positions must be location specific to get the work done on the ground. However, we believe we can be the most flexible with the location of our business team and with shared biologists and wage grade personnel. A nimble workforce contains the variety of education, training, and skills capable of addressing new and emerging challenges without having to greatly alter the positions within the organization at a frequent interval. We will diversify our workforce focusing on a collaborative organizational model where all of our employees can contribute where their individual skills are most needed.

Additional Sideboards:

- Review the Business Team recommendations from the business team leads to deploy administrative assets across the Region. All specialized business team positions should be considered mid-level and all generalist positions should be considered entry-level. There will be no more than 1 generalist position/staffed station. Positions in non-administrative job series (485,486, 025, WG etc.) will not perform generalist functions as a routine part of the position.
- We will add 7 additional Prescribed Fire Specialists across the Region (see the far right column of the Team Lead Assignments table for specifics).
- We will add 2 Public Affairs Specialists in the Dakotas (see the far right column of the Team Lead Assignments table for specifics).
- You may remove positions from the leadership level in your zone, but you may not add to or move positions within the leadership level.
- The budget spreadsheets have been made available to you as a tool to assist in building your staff plan and stay within current budget, as well as look at a future with a 10% budget increase. There should be no expectation that the ARD will finalize a staffing plan at the 10% increase budget estimate. This creates an opportunity for build-out should we see increases.
- In calculating for the budget, consider all PL positions to be FPL 14, DPLs at FPL 13, and Station Managers at FPL 12. There should be no expectation that every one of these positions will be at this level. Use your judgment in determining grade levels of the other positions, but actual grade will be determined by HR.

- There will be 4 Field Science/Biological Teams. These teams will be made of scientists/biologists with the following expertise. Some of the science positions need to be located in specific locations as noted in the team lead table below. The positions in the table represent what was heard during the past six months regarding functional gaps and future needs.

Dakota Team	Southern Team	Mountain Highline (CMR, Western MT, No. Great Plains)	Mountain West (Red Rocks, NER, Sage Collaborative, Bear River, Green River)
Range Ecology	Wetland Ecology	Wetland Ecology	Ungulate Biology
Wetland Ecology (x2)	Range Ecology	Range Ecology	Wetland Ecology
Geology	Restoration Ecology	Invasive Ecologist	Range Ecology
Restoration Ecology			Sage Ecology

- Estimate the number of facilities specialists needed to support the workload for these identified functions. Incorporate them into the Mid-level layer and determine where they should be located and what stations they should serve. Functions/duties follow.
 - Maintain all databases associated with the stations
 - Complete Real Property Inventory to include FBMS and SAMMS
 - Conduct Annual Condition Assessments
 - Coordinate with Regional FMC
 - Maintain and coordinate repairs/modifications to Refuge facilities
 - Serve as Contracting Officer's Representative (COR) or site representative on all contracted construction
 - Coordinate with Federal Highway and station management for Route ID
 - Serve as Trail Master, Temporary Housing Coordinator and Fleet Utilization Coordinator

Refuge Supervisor Responsibilities:

- **Accountability.** Supervisors will ensure that Project Leaders are reaching out to all staff, informing them of process, explaining why developing staff plans are necessary and ensuring every employee has a voice in the process. They will ensure that the staff plans developed address the vision and priorities.
- **Oversight:** Supervisors will oversee the entire Project Leader recommendation process and actively participate in bringing the teams to consensus, through informed consent, if necessary. They will ensure all participants in the process conduct themselves professionally and promote a respectful inclusive workplace throughout the process.
- **Communication:** Supervisors are a two-way communication conduit. They are responsible for making sure communications are clear between the field and the Regional Office. Direct communication between the field and the ARD/DARD/Division Chiefs is encouraged and

expected. It is the Refuge Supervisor’s responsibility to facilitate that communication and make sure nothing is missed. They will conduct progress briefings with the ARD/DARD as defined in the timeline and work respectively to develop the final briefing/plan.

- Guidance: Supervisors are expected to guide the teams, as necessary, to deliver a product that meets the expectations of the ARD in addressing the vision and priorities in the future state.
- Pilot positions will be managed from the Regional Office.

Layout of the Zone/Division Staff Plan:

Each zone should provide a spreadsheet that identifies all mid-level and entry-level positions within the Zone, station location, primary function of the position, tenure (FTE, CS, permanent intermittent, etc), and if shared, which stations are sharing. If a position is currently encumbered (first and last name of the person in the position) and if position description modifications are needed to meet future functions (yes/no). Finally, identifies the appropriate consideration level for filling the position using the Levels below. A narrative (using Word) explaining why decisions were made the way they were and how the staffing plan will move us toward all aspects of our vision and how priorities will be met will also have to be submitted.

Level A: The position is of critical importance to meeting refuge program priorities within the Zone/Division and is currently vacant. A position description currently exists for this position needing only minor updates.

Level B: The position does not meet a priority, but is necessary to fill to maintain workplace safety by having a minimum of two employees on station, or addressing a critical safety need. Your narrative must address any unique safety needs.

Level C: The position is new and of critical importance to meeting refuge program priorities within the Zone/Division. Full position classification is necessary.

Level D: The position addresses a refuge system priority and does not qualify for levels A-C. (e.g. not of critical importance, etc.)

Level E: The position does not address a refuge program priority or critical safety need.

Level F: The position is of critical importance to meeting refuge program priorities with the Zone/Division and is currently incumbered. A position description currently exists for this position needing only minor updates.

Timeline	
ARD provides Mid-level and Entry-level Staff Planning Instructions to PLs/Div. Chiefs/Zone Supervisors	June 27, 2016
Budget Chief sends budget spreadsheets to PLs/Div. Chiefs/Zone Supervisors	July 12, 2016
Zone Supervisors/Div. Chiefs brief ARD/DARD on initial draft staff plan	August 25, 2016
Zone Supervisors/Div. Chiefs brief ARD/DARD on near final draft staff plan	September 9, 2016

PLs and Div. Chiefs deliver Final Zone/Div. staff plans to ARD	NLT September 30, 2016
ARD Finalizes full Staffing Realignment Plan	October 30, 2016

Team Lead Assignments		
Project Leader		
Station	Designated Project Leader	Special Considerations
Eastern ND WMD	Matt Sprenger	add Prescribed Fire Specialist @ Devils Lake
Central ND WMD	Todd Frerichs	
Northwest ND WMD	Frank Durbian	Senior Scientist = Geologist
Western SD WMD	Harris Hoistad	add Prescribed Fire Specialist @ Sand Lake
Eastern SD WMD	Connie Mueller	add Prescribed Fire Specialist
CMR	Paul Santavy	add Prescribed Fire Specialist
Northern Great Plains WMD	Bridget Nielsen	
Central Sage/Steppe Conservation Collaborative	Tom Koerner	Senior Scientist = sage ecologist
National Elk Refuge	Steve Kallin	Senior Scientist = ungulate biologist
Lower Green River Complex	Sonja Jahrsdoerfer	
Bear River NWR Complex	Bob Barrett	
Bear River Watershed CA	None	Staffing decision is made
Western MT Complex	Rob Bundy	Consider a future w/o NBR – work with Jeff King regarding Lost Trail, etc.
Red Rock Lakes	Bill West	
RMA	David Lucas	add Prescribed Fire Specialist @RMA
SLV	Sharon Vaughn	Must have 1 hydrological tech/"ologist"
Kansas Waterfowl Collaborative	Mike Oldham	add Prescribed Fire Specialist @ Flint Hills
Sandhills Landscape Collaborative	Steve Hicks	add Prescribed Fire Specialist @ Valentine
Kansas Urban Refuge Collaboration	Patrick Martin	Include Mike Oldham/Lori Jones for GPNC and Brad Krohn for Kirwin on team.
Rainwater Basin WMD	Brad Khron	
Flint Hills Legacy CA	None	Staffing decision is made
Lead Assignments Division Chiefs		
Science Resources/HAPET	Keenan Adams/Rocky	DSR and HAPET need to plan together

	Pritchert	
Operations	Gina Martinez	
Incident Command	Mike Haydon	Fire 95% done
PFW	Heather Johnson	State Coordinators are team. Refuge Program needs are in the 5-year plan. Ensure alignment with refuge priorities.
Realty	Greg Langer	
People/Planning/Policy	Dee Emmons	Coordinate with Kelly Hogan, Keenan Adams and Toni Griffin

From: [Bulletin Intelligence](#)
To: Interior@BulletinIntelligence.com
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Date: Thursday, February 02, 2017 5:00:07 AM

U.S. DEPARTMENT OF THE INTERIOR NEWS BRIEFING

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DATE: THURSDAY, FEBRUARY 2, 2017 7:00 AM EST

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DOI in the News:

HOUSE REPUBLICANS MOVE TO RESCIND STREAM PROTECTION, FINANCIAL DISCLOSURE RULES. The [AP](#) (2/1, Daly, Freking) reports House Republicans began debate Wednesday on a measure to rescind Obama-era rules protecting streams from coal mining debris. Lawmakers are set to "rescind a separate rule requiring companies to disclose payments made to foreign governments relating to mining and drilling," and rules on fracking, gun background checks, and federal contracting labor law compliance also being targeted.

[The Hill](#) (2/1, Henry, 1.25M) reports the Stream Protection Rule finalized by the Interior Department in December "has been a longtime target of Republicans." The House also approved a CRA resolution undoing an SEC rule issued under the Dodd-Frank Act that "requires oil, natural gas and mineral developers to file more detailed financial information. Fossil fuel companies have said the rule would put them at disadvantage against foreign competitors that don't have to make such filings."

The [Washington Post](#) (2/1, Eilperin, Harvey, 11.43M) reports President Trump made clear Wednesday his intention to sign the five separate resolutions aimed at overturning Obama administration rules.

Additional coverage was provided by [Politico](#) (2/1, Guillén, 2.46M), [The Hill](#) (2/1, Henry, 1.25M), the [Washington \(DC\) Post](#) (2/1, Eilperin, Harvey, 11.43M), [CNN](#) (2/2, Walsh, Producer, 29.79M), [TIME](#) (2/1, 6.98M), the [Huffington Post](#) (2/1, 237K), [Law360](#) (2/1, 23K), the [West Virginia MetroNews](#) (2/1, 6K), the [Clarksburg \(WV\) Exponent-Telegram](#) (2/1, 41K), the [Wheeling \(WV\) Intelligencer](#) (2/1, 58K), [Vox](#) (2/1, 1.15M), and [WVVA-TV Bluefield \(WV\)](#) Bluefield, WV (2/1, 37K).

Coverage by the AP was also picked up by the [Albuquerque \(NM\) Journal](#) (2/1, 234K), the [Bristol \(VA\) Herald Courier](#) (2/1), [U.S. News & World Report](#) (2/1, 1.02M), the [Chicago \(IL\) Tribune](#) (2/1, 2.54M), the [San Diego \(CA\) Union-Tribune](#) (2/1, 496K), and [Daily Mail](#) (2/1, 4.59M).

New Mexico Gov Martinez Calls For Methane Rule To Be Repealed. The [AP](#) (2/1, 234K) reports that New Mexico Gov. Susana Martinez outlined her opposition to the BLM's methane rule in a letter sent to U.S. House Speaker Paul Ryan. Martinez's "office released the letter late Tuesday, just ahead of a House committee hearing on the matter." Martinez said "that royalties paid to New Mexico, which is struggling to solve a budget crisis, will decrease and development will stagnate thanks to the rule." She warned "that could lead to more job losses in a state that already has the nation's second highest unemployment rate."

Additional coverage was provided by the [Artesia \(NM\) News](#) (2/1, 10K) and the [Farmington \(NM\) Daily Times](#) (2/1, 44K).

Congress Urged Not To Repeal "Laundry List" Of Regulations Through Congressional Review Act. For the "Congress" blog of [The Hill](#) (2/1, Alexander, Contributor, 1.25M), Ryan Alexander, the President of Taxpayers for Common Sense, writes that House members are considering overturning a "laundry list" of regulations using the Congressional Review Act. According to Alexander, if Congress overturns the rules using the CRA, it would be only the second time the law has been invoked. She notes that among the list of regulations up for repeal are the Bureau of Land Management's methane rules passed in 2011, and doing so would prevent the BLM from taking any action against "wasted gas."

CIVIL SERVANTS AT ODDS WITH SUPERIORS OVER TRUMP'S EXECUTIVE ACTIONS. [The Hill](#) (2/1, Kamisar, 1.25M) reports civil servants have begun publicly clashing with their superiors over some of President Trump's executive actions. Chris Lu, the former deputy secretary of Labor in the Obama Administration, says, "I don't recall any kind of dissent like this happening either in a Democratic or Republican administration — this is clearly unusual." Administration officials fired back that if civil servants disagree with the policy decisions, they are free to find other jobs.

The [Washington Post](#) (2/1, 234K) reports federal workers are in "regular" contact with Obama Administration appointees about possible avenues of backlash against President Trump's initiatives. Some have created social media accounts aimed at leaking word of possible changes Trump appointees plan to make. Other officials have stated they will "slow their work" if they are asked to do tasks they agree with.

The [Washington Post](#) (2/1, Selk, 11.43M) reports the EPA's twitter account has remained silent since President Trump took office. Canadian officials are warning US civil servants they may face a "regime of censored science" similar to what happened in Canada after former Prime Minister Stephen Harper took office. In 2014, 800 Canadian scientists sent Stephen Harper an open letter warning that "Canada's leadership in basic research, environmental, health and other public science is in jeopardy."

In his column for the [Washington Post](#) (2/1, Joe Davidson |, Columnist, 11.43M), Joe Davidson writes that despite the outcry of some employees, there is "no verifiable revolt by the workforce" against President Trump. Megan Durham, retired Fish and Wildlife Service deputy assistant director for external affairs, says "Sometimes you have to suck it up, choose your battles, and do the best you can within the system to educate your political bosses and continue to perform your agency's mission."

CHAFFETZ FLOATS LAND SALE BILL. The [AP](#) (2/1, 272K) reports that Rep. Jason Chaffetz "last week introduced a bill to sell off lands in 10 states maintained by the Bureau of Land Management to help rural communities." Environmental organizations have "denounced the effort." According to the article, "it's not clear whether President Trump would support the bill."

Trump Urged To Keep Promise On Public Lands. In a piece for [Forbes](#) (2/1, 15.17M), Monte Burke writes that "the attempts of the U.S. Congress to sell off federal public land" could unite "hunters and fishermen," as well as "campers, hikers, mountain bikers, bird-watchers and, really, anyone who is a fan of 'America's best idea.'" He notes that President Trump's "defense of public lands was one of the main policy platforms of a 2016 campaign group known as Sportsmen For Trump." In addition, Interior Secretary nominee Rep. Ryan Zinke has "generally been greeted with some optimism from sportsmen's groups because he has also publicly stated that he does not favor selling public lands." Soon, Burke expects that "the nation's sportsmen will have a rare chance to come together and demand that Trump keep his word, and keep our public lands just that—public."

Additional Coverage: Poll Says Westerners Mostly Support Federal Land Control. Additional coverage of the poll released Tuesday by Colorado College's State of the Rockies Project, which found that "voters in seven Mountain West states are largely opposed to policies that would significantly alter land management in the West" was provided by the [Huffington Post](#) (2/1, 237K).

Additional Coverage Of Fight Over Public Lands. Additional coverage of the fight over public lands was provided by the [Glenwood Springs \(CO\) Post Independent](#) (2/1, 32K) and the [New York Observer](#) (2/1, 518K).

ZINKE PROFILED. [AllGov](#) (2/1, 2K) profiles Interior secretary nominee Ryan Zinke. The piece recounts his military and political history, and touches on his positions on climate change, energy development, and the control of public lands.

Zinke Urged To Embrace Stewardship At Interior. In an op-ed for the [Flathead \(MT\) Beacon](#) (2/1, 15K), rancher Mark Fix raises concerns that Rep. Ryan Zinke will not follow "in the long line of great stewards that have preceded him." Fix asserts, "As the top public custodian of our country's natural resources and public lands, he will need to understand the value that Americans put on the fair and wise management of public lands and public resources." He hopes Zinke will "make stewardship his highest priority – stewardship of land, air, water, taxpayers, and the sovereign treaty rights of American Indians."

ADDITIONAL COVERAGE OF FEDERAL HIRING FREEZE. Additional coverage of the federal hiring freeze was provided by the [Salem \(OR\) Statesman Journal](#) (1/31, 140K) and [National Parks Traveler](#) (2/1, 989).

America's Great Outdoors:

National Park Service:

NPS SEEKS TO TACKLE DIVERSITY ISSUE. [National Geographic](#) (2/1, 6.75M) reports on the "growing movement to change the relationship that people of color have with the outdoors." The National Park Service has joined the "explosion of groups" that are "promoting this message." In 2013, the park service created the Office of Relevancy, Diversity and Inclusion "to address the lack of people of color in national parks." In addition, the NPS has "opened a number of new urban and historical sites, which are more frequented by guests of color."

COST OF SENIOR PASSES TO NATIONAL PARKS TO RISE FROM \$10 TO \$80. [Clearwater \(ID\) Tribune](#) (2/1) reports that the price of an America the Beautiful Interagency Senior Pass will increase by 700%. Currently costing \$10, the pass will be available for \$80, "which is predicted to go into effect as early as this year, or possibly in 2018."

ACADIA BOUNDARY BILLS REINTRODUCED. The [Mount Desert \(ME\) Islander](#) (2/1) reports that "legislation to confirm Acadia National Park's annexation of 1,441 acres on the Schoodic Peninsula, including the Schoodic Woods Campground, is being introduced in the U.S. Senate and House this week." Sen. Angus King and Rep. Bruce Poliquin announced at a press conference on Monday "that they would introduce identical bills, which include all of the provisions in the separate bills that the two lawmakers introduced last year." According to the article, the legislation "would resolve the question of whether the National Park Service acted legally in extending Acadia's Schoodic boundary without congressional approval" and also "would make clear that no further expansion of the park could occur beyond the boundaries established by Congress in 1986."

NPS TAKES STEPS TO ADDRESS OVERCROWDING AT MAUI'S "TOP OF THE WORLD" SUNRISE VIEW. The [AP](#) (2/2, McAvoy, Jones) reports that "over the past year, the sunrise view from atop Haleakala — Hawaiian for 'House of the Sun' — has been attracting over a thousand people a day." According to officials, the result was "a logjam of cars spilling out of the parking lots and onto the road, creating a safety hazard, and footsteps trampling sensitive habitat." To address the issue, the National

Park Service “this week started requiring reservations and limiting the number of vehicles to the volcano’s available parking spaces, potentially cutting in half the number of early-morning visitors.”

MOUNT RUSHMORE’S HALL OF RECORDS STORES AMERICA’S MOST IMPORTANT DOCUMENTS. [Business Insider](#) (2/1, 3.42M) reports that Mount Rushmore has a “secret room that contains the text of America’s most important documents.” The Hall of Records is located “where the frontal lobe of Abraham Lincoln’s brain would be.” According to the article “sealed behind a 1,200-pound granite slab and tucked inside a wooden box” are the US Constitution, the Declaration of Independence, and the Bill of Rights.

LAVA “FIREHOSE” EXPLODING INTO OCEAN IN HAWAII. The [AP](#) (2/1, 1.02M) reports that “a dramatic ‘firehose’ stream of molten lava continued to shoot out of a sea cliff Wednesday on Hawaii Island, splashing into the Pacific Ocean below and exploding upon impact.” According to the article, “the massive Kilauea flow is coming from a lava tube at the Kamokuna ocean entry on the southeast side of the Big Island.” The National Park Service is “responsible for visitor safety and has restricted the areas that people can go to view the flow,” but tour boat owner Shane Turpin “said he sees people on the cliff edge where they shouldn’t be on a daily basis.”

BODY OF CALIFORNIA MAN RECOVERED FROM GRAND CANYON. The [AP](#) (2/1, 272K) reports that Grand Canyon National Park rangers have “recovered the body of a California man who reportedly fell from the South Rim.” According to park officials, “the body of 18-year-old Luis Gonzales of San Diego was retrieved near the South Kaibab trailhead.”

Fish and Wildlife Service:

KANSAS OFFICIALS URGE FWS TO FIND LISTING OF LESSER PRAIRIE CHICKEN NOT WARRANTED. The [Hutchinson \(KS\) News](#) (2/1, 34K) reports that Kansas Gov. Sam Brownback, Kansas Attorney General Derek Schmidt and Kansas Department of Agriculture Secretary Jackie McClaskey are “urging government officials to consider that Kansas landowners have implemented efforts to protect the lesser prairie chicken and that a threatened or endangered listing is not warranted.” In a comment letter sent to U.S. Fish and Wildlife Services, “the officials point out that relisting the lesser prairie chicken as threatened or endangered would have a substantial negative impact on the state’s economy and agricultural industry, and would unduly impinge on the state’s sovereign interest in controlling how the land within its borders is used.” Brownback said, “The previous listing of the lesser prairie chicken did nothing to enhance the species or its habitat, but it threatened the energy and agriculture economies of western Kansas. I urge the federal government not to reinstate this unnecessary and harmful listing.”

Additional coverage was provided by [KTIC-FM](#) West Point, NE (2/2).

MASSIE CRITICIZES LEAD AMMUNITION BAN. [AmmoLand](#) (2/1, 15K) reports that Rep. Thomas Massie issued a statement critical of the U.S. Fish and Wildlife Service’s “last-minute ban of lead ammunition on national wildlife refuges one day before President Trump assumed office.” Massie said, “This isn’t about conservation. This is about reducing Americans’ ability to exercise their Second Amendment rights.”

Commentary critical of the ban also appeared in the [Milwaukee \(WI\) Journal Sentinel](#) (2/1, 513K), the [Fredericksburg \(VA\) Free Lance-Star](#) (2/1, 103K), the [St. George \(UT\) Spectrum](#) (2/1, 45K), and the [Traverse City \(MI\) Record-Eagle](#) (2/1, 84K).

FWS TO CONDUCT STATUS REVIEW OF FISHERS. The [Jackson Hole \(WY\) News & Guide](#) (2/1, 1K) reports that “federal wildlife managers announced last month that they will prepare an official status review” for the Northern Rockies population of the fisher. According to the article, “it’s an open debate whether the weasel-like critter qualifies as a missing native species of the Greater Yellowstone Ecosystem, though in recent years managers seem to have decided they likely weren’t present historically.” U.S. Fish and Wildlife Service biologist Jim Boyd said, “One of the things that we’re grappling with right now is, ‘What constitutes a verified historical sighting?’ As you can imagine, there’s data all across the board — everything from fisher in hand or genetic data saying this is definitely a fisher to the

other end, like someone saying they saw one.”

WORK CONTINUES ON LOWER KEYS NATURE CENTER. The [Florida Keys \(FL\) Reporter](#) (2/1) reports that the U.S. Fish and Wildlife Service is “calling its new Lower Keys building a nature center rather than a visitor center.” The article notes that “there are already two visitor centers on Big Pine Key close to where the 1,840-square-foot nature center is going up” and Kristie Killam, National Key Deer Refuge park ranger, “said the goal is for the community and visitors alike to embrace the nature center.” According to the article, “the new nature center will have a display area and the book store, two offices and classroom space for schools.” Killam said, “It’s progressing according to plan and should have a roof on it in a few weeks. We’re still not 100 percent certain when we’ll move over there and be open to the public.”

FWS PREPARING REVISED RED WOLF RECOVERY PLAN. The [Ruidoso \(NM\) News](#) (2/1, 39K) reports that officials with the U.S. Fish and Wildlife Service “pledged to prepare an updated recovery plan in 2018 for the rapidly dwindling population of wild red wolves.” According to the article, “in responding to a December petition for a revised recovery plan filed by seven animal protection and conservation organizations, the service representatives explained that a revised recovery plan will incorporate new information about red wolves, including a ‘species status assessment’ to be prepared by October.”

ADDITIONAL COVERAGE: UNDERSTAFFED NATIONAL BISON RANGE RECRUITING VOLUNTEERS. Additional coverage that the National Bison Range is “stepping up efforts to recruit members of the public” was provided by the [Billings \(MT\) Gazette](#) (1/31, 208K).

Bureau of Land Management:

CONTINUING COVERAGE OF BLM AGENT IN ETHICS PROBE. The [Deseret \(UT\) News](#) (2/1, 362K) reports that the Interior Department’s Office of Inspector General “investigated an unnamed Bureau of Land Management supervisory agent in Salt Lake City for more than a year on ethics complaints, with the independent panel concluding that breaches had occurred.” The agent, “which the Deseret News has confirmed is Dan Love through a source familiar with the investigation, is accused of using his position to secure preferential treatment for his family during the 2015 Burning Man event in Nevada, including using federal law enforcement officers as personal escorts for their safety, using his BLM vehicle to transport his girlfriend and allowing her to share overnight BLM lodging with him.” BLM spokesman Michael Richardson said, “These types of allegations do not align with our mission or the professionalism and dedication of our 10,000 employees doing essential work for America’s public lands each and every day. This is an internal personnel matter under review by the BLM, and we have no additional information to provide at this time.”

Additional coverage was provided by the [Salt Lake \(UT\) Tribune](#) (1/31, 426K) and the [SFist](#) (2/1, 116K).

Securing America’s Energy Future:

Onshore Energy Development:

ARMY CORPS OF ENGINEERS: DAKOTA ACCESS PIPELINE DECISION STILL UNDER REVIEW. The [Washington Times](#) (2/1, Richardson, 272K) reports that the Army Corps of Engineers on Wednesday sought to “rein in reports that the Dakota Access pipeline easement has been granted, saying the project isn’t yet a done deal.” Chief of public affairs Maj. Gen. Malcolm Frost “said the pipeline is still under review” despite claims from North Dakota Republican Sen. John Hoeven and Rep. Kevin Cramer “that the corps is proceeding with the easement.” Frost said in an email, “The Army has initiated the steps outlined in the January 24th Presidential Directive which directs the Acting Secretary of the Army to expeditiously review requests for approvals to construct and operate the Dakota Access Pipeline in compliance with the law. ... These initial steps do not mean the easement has been approved. ... The Assistant Secretary for the Army Civil Works will make a decision on the easement once a full review and analysis is completed in accordance with the directive.”

[Reuters](#) (2/1, Volcovici, Sylvester) says the lawmakers' claims that the final permit had been granted prompted "alarm" and "anger" from "native Americans and activists protesting the" pipeline. The [Los Angeles Times](#) (2/1, Tolan, 4.52M) reports that while pipeline supporters say the project "is back on," opponents are vowing "to continue to fight against the hotly debated project, most likely in court."

Lawmakers Announce Dakota Access Pipeline Will Get Final Approval, Opponents Point To Ongoing Environmental Study. [Reuters](#) (2/1, Volcovici) reports US Senator John Hoeven and Congressman Kevin Cramer of North Dakota announced on Tuesday that the US Army Corps of Engineers "will grant the final approval needed to finish the Dakota Access Pipeline project." However, opponents of the projects, which include the Standing Rock Sioux Tribe, "claimed that Hoeven and Cramer were jumping the gun and that an environmental study underway must be completed before the permit was granted." The Standing Rock tribe said in a statement, "The Army Corps lacks statutory authority to simply stop the EIS," and has "said it would take legal action against the US Army's reported decision to grant the final easement."

BLM PLANS OIL, GAS LEASE AUCTION IN WAYNE NATIONAL FOREST. The [AP](#) (2/1) reports the Bureau of Land Management is planning to hold an online auction on March 23 for 1,200 acres in Ohio's Wayne National Forest. In an auction of 700 acres in December, the BLM gained \$1.7 million for oil and gas drilling leases. Environmentalists have promised to fight to stop drilling in the forest.

Coverage by the AP was also picked up by [Philly \(PA\)](#) (2/1, 942K), the [Washington \(DC\) Post](#) (2/1, Press, 11.43M), the [Washington \(DC\) Times](#) (2/1, 272K), and the [Daily Mail](#) (2/1, 4.59M).

GOSAR RESOLUTION WOULD REPEAL PARK SERVICE AUTHORITY TO MANAGE DRILLING IN NATIONAL PARKS. The [Washington Post](#) (2/1, Fears, 11.43M) reports that Rep. Paul A. Gosar "submitted a resolution Monday that threatens to repeal the National Park Service's authority to manage private drilling for oil, gas and minerals at 40 national parks, according to the National Parks Conservation Association." According to the Association, "The resolution is just the latest in a series of moves by federal lawmakers to weaken environmental protections for national parks under the Congressional Review Act. ... If these repeals are signed into law ... it will not only stop these protections, it will also prohibit agencies from issuing similar rules and protections in the future, unless directed by Congress." Gosar denied that he is "trying to open the parks to more drilling," and called claims that he is "utterly false."

PEARCE INTRODUCES LEGISLATION CHALLENGING BLM OIL AND GAS RULES. [KRWG-FM](#) Las Cruces, NM (2/1, 1K) reports that Rep. Steve Pearce has "introduced legislation to protect thousands of jobs and federal and state revenues provided by oil and gas production on federal lands." According to Pearce, "the enforcement of the Bureau of Land Management's (BLM) Onshore Order 3 Rule will result in job loss and reduced State funding for education, hospitals, law enforcement, and other essential services."

FEDERAL APPEALS COURT RULES CONTINENTAL CAN CHALLENGE DOI ROYALTY DEMAND. [Reuters](#) (2/1, Grzincic) reports the US Circuit Court of Appeals for the District of Columbia Circuit reversed a ruling by a lower court by saying that Continental Resources Inc. can challenge a US Department of Interior demand for an additional \$1.7 million in royalties for gas extracted from public lands. The lower court had said that Continental waited too long to appeal the DOI's final decision on the additional assessment.

Renewable Energy:

RENEWABLE ENERGY INDUSTRY URGES TRUMP TO CONSIDER GREEN JOBS IN RURAL AREAS. [Bloomberg News](#) (1/31, Martin, 2.41M) reports the renewable energy industry wants the Trump Administration to know that when it comes to "bringing energy jobs to rural communities: get out of the coal mines and look to the sky." The US wind power industry had over "100,000 workers at the end of the year and the solar industry had more than double that," and they are "a significant source of employment in many of the rural red states that supported Donald Trump's campaign." At the beginning of last year there were 65,971 coal mining jobs, the Energy Department reports. Renewable energy industry leaders

“say the rural areas that missed out on economic growth under President Barack Obama are benefiting from the expansion of clean energy.”

QUESTION OF HYDROELECTRIC GENERATOR AT JACKSON LAKE DAM RAISED. The [Jackson Hole \(WY\) News & Guide](#) (2/1, 1K) reports that “it’s been nearly a dozen years since the National Park Service last shot down a plan to retrofit the Jackson Lake Dam with a hydroelectric generator to create the largest in-valley power source.” Now, “renewable energy enthusiast” Paul Hansen is “trying to reignite the conversation.” But Grand Teton National Park’s management assistant, Gary Pollock, says, “The legal authority to license a hydroelectric component does not exist, and the [Interior] Department’s position has long been that pursuing the addition of hydroelectric energy would be not compatible with the National Park Service mission.”

OIL TYCOON INVESTS IN NATION’S LARGEST WIND FARM. The [Palm Springs \(CA\) Desert Sun](#) (2/1, 71K) reports Philip Anschutz wants to build America’s biggest wind farm in Wyoming. Anschutz gained his \$12 billion fortune by investing in the oil and gas industry starting in the 1960s. The plan calls for the construction of 1,000 turbines and a 730 mile power line to deliver electricity to California. Anschutz’s company expects to spend five billion dollars on the wind farm project and three billion dollars on the power lines. The plan was approved by the Bureau of Land Management back in December.

Empowering Native American Communities:

CITY OF ANACORTES DISAGREES WITH TRIBE ON RESERVATION BOUNDARIES. The [Anacortes \(WA\) American](#) (2/1) reports that the city of Anacortes has sent a letter to the Bureau of Indian Affairs expressing “its disagreement with the Swinomish Indian Tribal Community over reservation boundaries.” Mayor Laurie Gere last week sent a letter to the BIA “outlining the city’s position opposing the Swinomish contention that its reservation boundaries should include property that encompasses March Point.”

TRIBAL CHAIRMAN STRESSES COLLABORATION IN ADDRESS TO MONTANA’S LEADERS. [KTVH-TV](#) Helena, MT (2/1, 279) reports that Vernon Finley, chair of the Confederated Salish and Kootenai Tribes on the Flathead Indian Reservation, “told state lawmakers Wednesday that Montanans have always worked together to solve problems facing the state – and urged them to continue that tradition.” In his State of the Tribal Nations speech to the Legislature, and addressing “state lawmakers and top state leaders” including Gov. Steve Bullock and Attorney General Tim Fox, Finley “acknowledged that Montana has ‘extremes and opposites,’” but “said he believes Montana has mostly avoided the harsh divisions that have taken hold in the country.” Finley “singled out Bullock, Fox and U.S. Rep. Ryan Zinke, who will become U.S. Interior secretary, for paying special attention to Native American concerns in the state.”

Tackling America’s Water Challenges:

COURT HEARS ARGUMENTS IN “TAKINGS” TRIAL. The [Klamath Falls \(OR\) Herald And News](#) (1/31, 45K) reports that “opening arguments kicking off the ‘takings’ case hearing in Washington, D.C.” were heard on Monday. Judge Marian Blank Horn “expressed a desire to hear the interests on both sides of the case.” Horn added, “It’s my responsibility to get through this expeditiously. We do intend to be careful with it.”

Additional coverage was provided by the [Klamath Falls \(OR\) Herald And News](#) (2/1, 45K).

RECREATIONAL BOATERS’ GROUP OBJECTS TO DELTA TUNNELS. The [Central Valley \(CA\) Business Times](#) (2/1, 206) reports that “boating in the California Delta will be negatively impacted by construction of Gov. Edmund Gerald Brown Jr.’s Delta water tunnels, the Recreational Boaters of California say in filing objections to the plan this week.” According to the group, “the project would compromise the ability of recreational boaters to navigate and recreate in the California Delta.” It also claims that “the state and government agencies pushing the plan have given answers to its previous comments short shrift.”

BOR APPROVES LAKE NIGHTHORSE LEASE. The [Durango \(CO\) Herald](#) (2/1, 31K) reports that the Bureau of Reclamation “recently approved a lease agreement that will allow the city of Durango to manage recreation at Lake Nighthorse.” However, “several legal steps and some construction work remains before the lake can open,” and “there is no timeline for opening the lake.” According to Cathy Metz, director of Parks and Recreation, “the next big step is the annexation of the property into the city so the city can provide law enforcement.”

Top National News:

TRUMP URGES MCCONNELL TO “GO NUCLEAR” ON GORSUCH NOMINATION IF NECESSARY.

Media coverage of the fight over Judge Neil Gorsuch’s Supreme Court nomination highlights the President’s call on Senate Majority Leader McConnell to “go nuclear” if necessary and eliminate the filibuster – the Democratic minority’s most feasible path to stop confirmation. There is relatively little reporting on the nominee himself, though reports and editorials continue to praise him as a highly qualified candidate.

[ABC World News Tonight](#) (2/1, lead story, 3:40, Muir, 14.63M) reported, “Less than 24 hours after the President revealed his pick for the Supreme Court, he is telling Republicans to ‘go nuclear’ to get his pick through if it comes to that. ... Some Democrats are vowing to block [Gorsuch], calling it a stolen seat after President Obama’s final Supreme Court nominee was never even given a hearing.” ABC’s Jonathan Karl reported that Trump urged McConnell “to do whatever it takes to get him confirmed.” Trump: “If we end up with that gridlock, I would say if you can, Mitch, go nuclear, because that would be an absolute shame if a man of this quality was caught up in the web.” ([Reuters](#) and [Bloomberg Politics](#) both also highlight that quote from the President.)

The [CBS Evening News](#) (2/1, story 2, 2:05, Pelley, 11.17M) reported, “Today, the President told the Republican leadership to confirm his nominee to the Supreme Court even if they have to change the rules of the Senate and vote with no Democratic support – which is such a break from Senate tradition that Washington calls it ‘the nuclear option.’” [USA Today](#) (2/1, Jackson, 5.28M) reports in a brief item that Trump “spoke while meeting with political activists who are campaigning for Gorsuch’s nomination.” On [NBC Nightly News](#) (2/1, story 3, 2:25, Holt, 16.61M), Pete Williams reported that Gorsuch “began looking for support today in a fractured Senate.” Schumer: “Because this president has started out in such a fundamentally undemocratic way, we have to examine this nominee closely.”

The [Washington Post](#) (2/1, Sullivan, O’Keefe, 11.43M) says Republicans “rallied around” Gorsuch on Wednesday as “some Democrats voiced heavy skepticism. Trump’s comments injected fresh uncertainty into that fight.” The [Wall Street Journal](#) (2/1, Hughes, Tau, Subscription Publication, 6.37M) reports that Senate Minority Whip Durbin told MSNBC, “He’s moving from Triple-A ball to the big leagues here, and he’s going to be the deciding vote on the future of the court for a long time. This is an important decision.”

The [New York Times](#) (2/1, Flegenheimer, Subscription Publication, 13.9M) says that with the Gorsuch nomination, “Trump has dared Democrats to pursue the kind of blanket obstructionism that they long accused Republicans of embracing” during the Obama Administration. But “for a party that has often strained to match the fury and zeal of its base during the wave of anti-Trump activism since the election, a full-scale showdown may prove unavoidable, doubling as a referendum on resistance tactics to a White House that liberals fear and abhor.”

The [Washington Times](#) (2/1, Dinan, 272K) and the [Huffington Post](#) (2/1, Wilkie, 237K) also have brief items on the President’s remarks, while [PBS NewsHour](#) (2/1, Bush, 255K) reports on its website that Vice President Pence was more cautious in an interview, saying he hoped a rule change would not be necessary. Pence “said he was ‘heartened’ that seven Senate Democrats have already said they think Gorsuch deserves an up-or-down vote and don’t plan to filibuster his nomination.”

However, a filibuster appeared inevitable. [USA Today](#) (2/1, Kelly, 5.28M) reports that Schumer “made it clear Wednesday that Democrats will filibuster” the nomination. Schumer said on the Senate floor, “There will be 60 votes for confirmation. Any one member can require it. Many Democrats already have, and it is

the right thing to do.” The [Los Angeles Times](#) (2/1, Savage, 4.52M) says there “is likely to be a protracted battle to block” Gorsuch.

The [Washington Post](#) (2/1, Kane, 11.43M) says the fight may be less about Gorsuch than it will be “a referendum on his patron, President Trump.” Durbin said, “I believe the independence of our judicial system, and especially the Supreme Court, is more critical now than at any time in recent history. That is the context in which I will review this nomination.” Sen. Tim Kaine “made a similar point: ‘The actions of the Trump Administration over the past week raise the stakes to an even higher level.’”

Aaron Blake warns in the [Washington Post](#) (2/1, 11.43M) “The Fix” blog that taking on the nomination “has no guarantee of measurable success and plenty of downside. Put plainly: Democrats don’t have much of a hand in Washington right now, and going hard at Gorsuch risks overplaying it.” While Democrats “are incensed” over the fate of President Obama’s nominee Merrick Garland and “have a base just itching for a fight with Trump,” the “emotional and immediate temptation isn’t always the more prudent political one.” Blake writes that Democrats face a tough Senate map in 2018, including races to hold seats in 10 states Trump won last year. [McClatchy](#) (2/1, Glueck, 74K) echoes this in reporting that “evangelical and other anti-abortion-rights leaders” will focus on these senators as they campaign for Gorsuch’s confirmation.

[The Hill](#) (2/1, Fabian, 1.25M) reports that seven Senate Democrats – Durbin and Sens. Richard Blumenthal, Chris Coons, Heidi Heitkamp, Joe Manchin, Claire McCaskill, and Jon Tester – have already expressed opposition to a filibuster. [Politico](#) (2/1, Nelson, 2.46M) reports that Manchin told MSNBC, “What the Republicans did with Merrick Garland was absolutely unbelievable to me. It was a disaster. ... If this is the right person or not, I don’t know but we should go through the process. I’m anxious to sit and talk to him.”

McConnell writes in a [Washington Post](#) (2/1, 11.43M) op-ed that Gorsuch is an “outstanding choice” for the court, and writes that “when the Senate confirmed Gorsuch to his current judgeship, the bipartisan support was so overwhelming that he was approved without a single vote in opposition. I hope he can expect fair consideration again now.” McConnell adds, “The election is now behind us. The precedent for these circumstances is to respect that result and give the nominee of the new president due consideration followed by an up-or-down vote.” The [New York Post](#) (2/1, Moore, Halper, 3.82M) reports that McConnell says he is confident that Gorsuch will be confirmed.

But in his [Washington Post](#) (2/1, 11.43M) column, E.J. Dionne writes, “Some Republicans were willing to keep the seat vacant indefinitely if Hillary Clinton won the presidential election.” He cites Sen. John McCain, who said, “I would much rather have eight Supreme Court justices than a justice who is liberal,” and Sen. Richard Burr, who “went further: ‘If Hillary Clinton becomes president, I am going to do everything I can do to make sure four years from now, we still got an opening on the Supreme Court.’” In an editorial, the [Wall Street Journal](#) (2/1, Subscription Publication, 6.37M) questions the notion that Gorsuch has been nominated to a “stolen” seat, referring to then-Senate Judiciary Chairman Joe Biden’s 1992 comments on nominations in presidential election years.

Conservatives Pleased With Pick, And Trump’s Handling Of It. [Politico](#) (2/1, Cheney, Bade, 2.46M) reports that “after lurching from one Trump administration crisis to another, exhausted Republican lawmakers are basking” in Trump’s “smooth rollout” of the Gorsuch nomination. Politico says the nomination “was a moment for the GOP to rally behind its president after 10 days of ping-ponging between controversies.” The pick “won widespread praise from all corners of the GOP. And Trump’s inclusion of House Republican leaders in his announcement helped win a positive reception on the Hill.”

The [New York Times](#) (2/1, Peters, Subscription Publication, 13.9M) looks at the preparations for the nomination fight among the “best-financed, most battle-hardened players in the conservative movement – among them, the Koch network, the National Rifle Association and leading evangelical and anti-abortion groups” – who were ready even before the choice was made.

The [Washington Post](#) (2/1, 11.43M) publishes an email exchange between conservative talk show host Hugh Hewitt and former Obama Administration official Ron Klain on the nomination. Klain writes that the

selection was “a reflection of how important this choice was to binding conservatives to the president; his pledge to them to name a very conservative nominee was critical to their rallying behind him given other doubts.” Hewitt responds, “Ron is exactly right. The first two weeks have been about the president keeping campaign commitments, and this was the most important commitment of all. Crucially, though, he chose an originalist’s originalist, and there will be few if any dissenters on the right.”

Prime Time Announcement Drew 33 Million Viewers. [Bloomberg News](#) (2/1, Smith, 2.41M) reports that Trump’s “nationally televised announcement” of the Gorsuch nomination “drew 33 million viewers across broadcast and cable networks, exceeding the number who tuned in for his predecessor’s final State of the Union address.”

WPost Says Gorsuch Deserves A Hearing Before Being Criticized. The [Washington Post](#) (2/1, 11.43M) says in an editorial that the Gorsuch nomination “elicited an immediate, furious and depressingly predictable reaction. ... We do not blame Democrats for feeling sore” about the GOP’s treatment of Garland, “but trashing Mr. Gorsuch as an outlandish radical, despite his impeccable credentials, the wide respect he commands in his field, his long service as an appeals court judge and the unanimous voice vote he received the last time the Senate considered him for the federal bench, is at the very least premature. Democrats should at a minimum give him a chance to appear before the Senate.”

Gorsuch Expressed Opposition To Assisted Suicide In 2006 Book. The [Washington Post](#) (2/1, Hawkins, 11.43M) examines Gorsuch’s 2006 book “The Future of Assisted Suicide and Euthanasia,” a “deep, highly cerebral overview of the ethical and legal debate surrounding the practices” in which Gorsuch “reveals that he firmly opposes death with dignity laws.”

Rosen Contrasts “Jeffersonian” Gorsuch With “Hamiltonian” Scalia. Jeffrey Rosen writes in [The Atlantic](#) (2/1, 5.35M) that though Gorsuch, like Justice Antonin Scalia, “has the ability and the ambition to lead America’s constitutional debate by following a clear vision of textualism and originalism...unlike the Hamiltonian Justice Scalia, the more Jeffersonian Gorsuch seems more willing to return to constitutional first principles and to question the constitutional underpinnings of the post-New Deal administrative state.”

George Will writes in his [Washington Post](#) (2/1, 11.43M) column that “Scalia was wrong” in asserting that “there is no such philosophizing in our Constitution.” Will says Gorsuch “can endorse Scalia’s originalism, construing the Constitution’s text and structure as it was understood by its framers and ratifiers, without embracing Scalia’s misunderstanding” on that point.

Independent Journal Review Scooped Traditional Media On Gorsuch Pick. [Politico](#) (2/1, Gold, 2.46M) reports that “the upstart, millennial-focused conservative website” Independent Journal Review, which last year “was best known for videos of Ted Cruz cooking bacon on a machine gun and candidates pardoning turkeys,” scooped other media “by at least two hours” on the news that Trump had picked Gorsuch.

TRUMP BLASTS MEDIA AT BLACK HISTORY MONTH EVENT. Coverage of President Trump’s remarks at a White House event marking the start of Black History Month is almost entirely negative – and in some cases openly mocking. Reports focus on the President’s use of the occasion to again blast the media, as well as on a remark about abolitionist Frederick Douglass that led some to suggest that Trump did not know who Douglass was or that he has been dead for more than a century.

[USA Today](#) (2/1, Jackson, 5.28M) reports that Trump “carried his growing grudge against CNN into a meeting Wednesday at the White House to celebrate African American History Month” as he “launched into another attack on an erroneous report that a bust of Martin Luther King. Jr. had been removed from the Oval Office.” USA Today says “it was never a news story: The claim about King bust was contained in a pool report – and tweeted out by some social media users – but was corrected within minutes of release.”

The [Washington Post](#) (2/1, Wagner, 11.43M) headlines its report “Trump Rants About ‘Fake News’ As He Marks Black History Month,” writing that the President “teed off on the media...once again decrying a false report” about the removal of the bust. The [New York Post](#) (2/1, Moore, 3.82M) says Trump

“interrupted his comments” about Black History Month “to rehash a report that turned out to be false saying a bust of Martin Luther King Jr. had been removed from the Oval Office.”

[Vanity Fair](#) (2/1, Nguyen, 6.22M) reports on its website that “pool reports indicate that Trump valiantly attempted to stick to his talking points, discussing issues affecting inner cities, violence in Chicago...and the purportedly unsung legacy of Frederick Douglass,” but “could not restrain himself” from commenting on what the [NPR](#) (2/1, Naylor, 1.92M) website calls “the erroneous – and quickly corrected – pool report.” The [New York Daily News](#) (2/1, Good, 4.45M) leads its report with the line, “President Trump’s first order of business for Black History Month: himself.”

The [Washington Times](#) (2/1, Boyer, 272K) focused on the rest of Trump’s remarks and directed criticism elsewhere, writing that the President’s “kickoff celebration of Black History Month Wednesday was met on the left with scorn [and] derision.” The Times says Trump “praised the contributions of African-Americans such as Harriet Tubman and Frederick Douglass, and said he intends to improve schools and wages nationwide, particularly in large cities,” but “some on social media accused Mr. Trump of insincerity, and blasted him for talking about himself and renewing his criticism of the mainstream media.” The [New Orleans Times-Picayune](#) (2/1, Rainey, 656K) and [Politico](#) (2/1, Nelson, 2.46M) also have reports on the President’s comments about the media at the event.

Trump Criticized, Mocked Over Comments On Douglass. Trump’s remarks about Douglass get considerable, and very negative, attention. Lisa Gutierrez of the [Kansas City \(MO\) Star](#) (2/1, 581K) writes that Trump “mentioned Douglass as ‘an example of somebody who has done an amazing job and is being recognized more and more, I notice.’ ... The way he couched his remarks made people wonder: Does Trump know who Frederick Douglass is, and does he know that he’s dead?”

The [New York Times](#) (2/1, Fortin, Subscription Publication, 13.9M) says that Trump, who was seated next to HUD Secretary-designate Carson, made a mention of Douglass “which caused critics to conclude that he believed the iconic abolitionist, writer and speaker was still alive.” Trump “spoke of him in the present tense.”

[USA Today](#) (2/1, Rossman, 5.28M) samples Twitter reaction, including a [tweet](#) from Chelsea Clinton linking to the full text of Trump’s remarks in which she seemed to indicate speechlessness. USA Today also includes this [tweet](#) from the New Yorker’s Jelani Cobb: “Learned today that Frederick Douglass is still alive, which I found oddly comforting.”

The [Hollywood Reporter](#) (2/1, 1.1M) reports that when asked about the remark, White House press secretary Sean Spicer said, “I think he wants to highlight the contributions that he has made. Through a lot of the actions and statements that he’s going to make the contributions of Frederick Douglass will become more and more.”

In a [Washington Post](#) (2/1, 11.43M) column headlined “In Which Trump Discovers Some Guy Named Frederick Douglass,” Dana Milbank writes, “President Trump is capable of many a miracle. On Wednesday, after just 12 days on the job, he raised the dead.”

Simon Maloy of [Salon](#) (2/1, 564K) writes, “It’s pretty obvious that Donald Trump does not know why Frederick Douglass is an important figure in American history. That’s to be expected from someone who, as The New York Times put it recently, ‘does not read books.’” But “this display of wild ignorance wasn’t the worst part of President Trump’s black history celebration” – Maloy says the riff about the media when Trump was meant to be discussing King was worse.

Administration’s “Unofficial Icing Out” Of CNN May Be Ending. Trump’s criticism of CNN has [USA Today](#) (2/1, Snider, 5.28M) asking if the White House is “purposefully keeping its officials from appearing” on the network. Vice President Pence, Chief of Staff Priebus, Spicer, and Kellyanne Conway have all appeared on other networks’ Sunday shows over the past two weeks, but not CNN’s State Of The Union, where host Jake Tapper “has said on the show each of the last two weeks...that the White House has declined invitations to appear.” But [Politico](#) (2/1, Gold, 2.46M) reports that what was “an unofficial icing out” of CNN “appeared to be melting” on Wednesday, with national security staff member Sebastian

Gorka slated to appear on Tapper's weekday show.

Pence Says Administration Received No Media Honeymoon. [Politico](#) (2/1, Conway, 2.46M) reports that Pence, in a telephone call to Rush Limbaugh's radio show on Wednesday, "chided the news media for its aggressive coverage of the new administration's first week, saying that 'if there was a honeymoon, it was pretty short' because he doesn't remember it."

TRUMP MAKES UNANNOUNCED TRIP TO HONOR RETURNING REMAINS OF FALLEN NAVY

SEAL. President Trump on Wednesday made an unannounced trip to Dover Air Force Base in Delaware to honor the returning remains of 36-year-old Navy SEAL Ryan Owens, who became the first service member killed during his Administration in a raid against al Qaeda in Yemen. Media coverage – which includes brief reports on the three network broadcasts – focuses on the unannounced nature of the trip, but in a mostly sympathetic way, and on the fact that Owens was the first service member killed during Trump's presidency.

[Bloomberg Politics](#) (2/1, Talev, 201K) says that while "stagecraft has defined nearly every major act of Trump's young presidency," the visit to Delaware "is noteworthy for its absence of visual imagery" as he, according to [ABC World News Tonight](#) (2/1, story 2, 0:15, Muir, 14.63M), took on the "sobering role as Commander-In-Chief." [The Hill](#) (2/1, Fabian, 1.25M) reports Trump "abruptly left the White House" on the trip that [Politico](#) (2/1, Nussbaum, 2.46M) says was not on the President's published schedule. The [AP](#) (2/1, Pace) says the trip "was shrouded in secrecy" and "a small group of journalists traveled with Trump on the condition that the visit was not reported until his arrival." The service member's family, according to the AP, requested that Trump's visit and the return of Owens' remains be private. The [CBS Evening News](#) (2/1, story 4, 0:25, Pelley, 11.17M) and [NBC Nightly News](#) (2/1, story 2, 0:35, Holt, 16.61M) reported that Trump and his daughter Ivanka took a helicopter to the base, and the [Wilmington \(DE\) News Journal](#) (2/1, Smith, 452K) says Sen. Chris Coons of Delaware also accompanied the President.

Press secretary Sean Spicer, according to [USA Today](#) (2/1, Jackson, 5.28M), "paid tribute to Owens" during the White House press briefing. Spicer noted that Owens deployed 12 times during his career. Spicer said, "You recognize that an individual like this loved this country so much, and deployed over and over again, because he knew that the mission that he was conducting was so important to our protection, our freedom, our safety." The [Washington Times](#) (2/1, Miller, Muñoz, 272K) says Spicer indicated that Trump previously spoke with Owens' widow, who told the President that her husband died "doing what he loved." [Breitbart](#) (2/1, Spiering, 2.02M) reports that Spicer said Trump offered his "sincerest condolences" during the call to Owens' family.

[People](#) (2/1, McAfee, 5.23M) reports Trump approved the mission on which Owens was killed. The operation, the [Los Angeles Times](#) (2/1, Memoli, 4.52M) says, "had been planned for more than two months and was awaiting approval" when Trump took office. Former President Obama "opted not to sign off on it" because it would take place after Trump was sworn in. Media reports, according to the [Peoria \(IL\) Journal Star](#) (2/1, Kravetz, 248K), have indicated that Owens died in a firefight. The [New York Post](#) (2/1, Halper, 3.82M) quotes Spicer as saying Wednesday that the raid captured "an unbelievable amount of intelligence that will prevent the potential deaths or attacks on American soil."

Pentagon Investigating How Many Civilians Were Killed In Raid. [Reuters](#) (2/1, Rascoe) reports the Pentagon on Wednesday said it was examining whether more civilians than the previously reported 30 were killed during last weekend's raid in Yemen. CENTCOM said in a statement that an investigation "concluded regrettably that civilian non-combatants were likely killed" during the operation and children may have been among them. The assessment, CENTCOM adds, "seeks to determine if there were any still-undetected civilian casualties in the ferocious firefight." According to Reuters, military officials indicated that Trump approved the operation "without sufficient intelligence, ground support or adequate backup preparation." The result, they added, was that the SEAL team "found itself dropping onto a reinforced al Qaeda base defended by landmines, snipers, and a larger than expected contingent of heavily armed Islamist extremists."

CENTCOM officials, according to the [Washington Times](#) (2/1, Muñoz, 272K), indicated the casualties were the result of close-air support called in by the SEAL team after "receiving fire from all sides to

include houses and other buildings” near the target. The officials said in a statement, “This complex situation included small arms fire, hand grenades and close air support fire.”

NYTimes Analysis: Casualties Raise Questions About Planning For Mission Under Obama. The [New York Times](#) (2/1, Schmitt, Sanger, Subscription Publication, 13.9M) says the casualties “raise doubts about the months of detailed planning that went into the operation during the Obama administration and whether the right questions were raised before its approval.” In most similar cases, according to the Times, “the president’s advisers lay out the risks.” The Times adds that Pentagon officials would not provide any details about discussions with Trump.

Editorial Wrap-Up:

NEW YORK TIMES. “White House Inc.” In an editorial, the [New York Times](#) (2/1, Subscription Publication, 13.9M) says that during the presidential race, President Trump spent campaign donations on “office space that he owned, stays at his resorts and food at his restaurants” – as well as “Trump-branded wine and water” – and “displayed Trump merchandise at campaign events. Now he seems determined to milk the presidency, apparently synonymous with his brand in his eyes, for a fortune.” The Times points out that Trump Organization official Eric Danziger recently said the group “would open Trump-branded hotels in the 26 largest metropolitan areas in the country, up from five. The business, he said, would focus its expansion domestically for ‘the next four or eight years.’” The Times adds that if Trump “continues to reduce the most powerful office in the world to a marketing scheme, ethical public servants, in Congress and across the government, can’t stand by and watch.”

“Quebec’s Response To Hate: More Tolerance.” In an editorial, the [New York Times](#) (2/1, Subscription Publication, 13.9M) lauds the Canadian response to the Quebec mosque shooting, denouncing “xenophobia, racism, exclusion” and seeking to reassure Muslim Canadians. The Times contrasts with the Trump White House’s seeking to use the shooting “to justify its anti-immigrant policies.” The Times concludes that “the response of a democratic society must be to reaffirm its fundamental faith in freedom, including the freedom to practice one’s faith and cultural traditions.”

“Welcoming Transgender Boy Scouts.” A [New York Times](#) (2/2, Subscription Publication, 13.9M) editorial welcomes the decision this week by the Boy Scouts of America to allow transgender male scouts to participate in all programs. The Times says the “sensible policy” may “help a new generation of Americans think more rationally and compassionately about gender identity.”

WASHINGTON POST. “Gorsuch Deserves A Hearing. These Are The Questions He Should Answer.” The [Washington Post](#) (2/1, 11.43M) says in an editorial that the nomination Judge Neil Gorsuch to the Supreme Court “elicited an immediate, furious and depressingly predictable reaction. ... We do not blame Democrats for feeling sore” about the GOP’s treatment of Garland, “but trashing Mr. Gorsuch as an outlandish radical, despite his impeccable credentials, the wide respect he commands in his field, his long service as an appeals court judge and the unanimous voice vote he received the last time the Senate considered him for the federal bench, is at the very least premature. Democrats should at a minimum give him a chance to appear before the Senate.”

“A Billionaire’s Disappearance Has China’s Heavy-Handed Touch.” In an editorial, the [Washington Post](#) (2/1, 11.43M) writes that billionaire investor Xiao Jianhua’s statement denying that Chinese secret police illegally abducted him from Hong Kong and forcibly transported him to China is “a clumsy signature, rather than an act of concealment, of Mr. Xi’s thugs.” Analysts believe Xiao “knows too much about Mr. Xi, who has been striving to consolidate his personal power and eliminate all opposition to his regime.” The move is part of a campaign to silence critics through “visa denials, financial leverage, intimidation and” kidnapping. The Post warns these moves add momentum to Hong Kong’s independence movement and contribute to “sinking investor confidence in the island’s legal system.”

“The Trump Administration Threatens To Imperil Women’s Health Worldwide.” A [Washington Post](#) (2/1, 11.43M) editorial says President Trump’s executive order reinstating the “Mexico City policy” takes “a giant leap beyond previous GOP incarnations: It’s not just family-planning funds that are at risk, but all

global health assistance, including funds to combat tuberculosis, malaria and AIDS.” While the Administration “has not announced what funding streams are set to go dry under the new policy, or whether Mr. Trump will make any exceptions...at least one official has signaled that the administration’s intent was indeed to broaden the stricture,” a move the Post says would mean “a bipartisan tradition of US leadership in global health will come to a catastrophic end.”

WALL STREET JOURNAL. “*The Myth Of The Stolen Supreme Court Seat.*” In an editorial, the [Wall Street Journal](#) (2/1, Subscription Publication, 6.37M) questions the notion that Supreme Court nominee Judge Neil Gorsuch has been nominated to a “stolen” seat, referring to then-Senate Judiciary Chairman Joe Biden’s 1992 comments on nominations in presidential election years.

“*Trump And American ‘Self Confidence.’*” In an editorial, the [Wall Street Journal](#) (2/1, Subscription Publication, 6.37M) warns President Trump not to ignore David Petraeus the way it says President Obama did, and to heed his advice on dealing with actors challenging the status quo such as China, Iran, Russia, and Islamic radicalism. The Journal calls for Trump to take to heart Petraeus’ warning that the world order – the US anchoring global alliances; open, rules-based trade; and US promotion of freedom and global rights – was created by the United States and, if not maintained by the US, will collapse.

“*The Political War On Sandwiches.*” The [Wall Street Journal](#) (2/1, Subscription Publication, 6.37M) editorializes that progressives’ negative response to people who associate with or support Trump could do long-term damage to the left’s cause, if boycotts and harassment efforts make the public more sympathetic to the President. The Journal adds that the actions of the left also show that they do not realize they lost the presidential election, in part due to cultural intolerance that treats anyone who does not agree with them poorly.

Big Picture:

HEADLINES FROM TODAY’S FRONT PAGES.

Wall Street Journal:

[Trump Urges Senate GOP To Scrap 60-Vote Rule For Court Pick](#)
[White House Takes On Working Visas](#)
[Dollar Caught Between President Trump’s Tough Talk, Policy Plans](#)
[The Uneasy Politician: Janet Yellen Is Struggling To Fend Off The Fed’s Many Critics](#)
[White House Puts Iran “On Notice” After Missile Launch](#)

New York Times:

[Trump Says “Go Nuclear” As Democrats Gird For Gorsuch Fight](#)
[Questions Cloud US Raid On Qaeda Branch In Yemen](#)
[Trump Pushes Dark View Of Islam To Center Of US Policy-Making](#)
[1,000 Officers And One Arrest: German Terror Raids Sow Doubts](#)
[After Visa Ban, Hints Of Hidden Tension On Mississippi Campus](#)
[2 GOP Senators To Vote Against Betsy DeVos As Education Secretary](#)

Washington Post:

[A New Era For Foreign Policy](#)
[From Residents In Rural Maryland, Trust In Trump](#)
[Trump Badgers Leader Of Australia](#)
[Israeli Police Evict Settlers From West Bank Outpost](#)
[“I Wasn’t Being Brave. I Was Saving My Baby.”](#)

Financial Times:

[Israel Begins Evacuation Of Amona Settler Outpost](#)
[VW Aims To Close Book On US Diesel Drivers’ Claims](#)
[Fillon Seeks Support As Payments Allegations Swirl](#)
[Peter Thiel’s Secret New Zealand Citizenship Sparks Backlash](#)

Washington Times:

[Trump To Republicans: Be Ready To Go Nuclear For Gorsuch Nomination](#)
[Judge Orders Trump To End Travel Ban From Muslim-Majority Countries](#)
[Mob Rules Drive Democrats: Leaderless Party Revolves Around Fight Against Trump](#)
[Trump Talks Tough, Puts Iran "On Notice" After Missile Test](#)
[Battle Over Cabinet Signals Democratic Resistance To Trump](#)
[Libyans Understand Trump's Motive Behind Order For Travel Ban](#)

Story Lineup From Last Night's Network News:

ABC: Supreme Court Nomination; Trump Honors Navy SEAL Casualty; Iran Missile Test; Confirmation Hearing; Bannon Islam View Controversy; Prison Guards Hostage; Denver Transit Officer Shot; Walmart Free Shipping; Hawaii Volcano; Bacon Shortage; Hillary Clinton New Book; George H.W. Bush Health; Firefighter Patient Couple.

CBS: Confirmation Hearing; Supreme Court Nomination; Iran Missile Test; Trump Honors Navy SEAL Casualty; Travel Ban-State Dept; Travel Ban-Iraq Backlash; Travel Ban-Legal Challenge; Prison Guards Hostage; Airline Cheap Seats; Bacon Shortage; Dog Show-Cats; George H.W. Bush Health; Firefighter Patient Couple.

NBC: Iran Missile Test; Trump Honors Navy SEAL Casualty; Supreme Court Nomination; Confirmation Hearing; Bannon Islam View Controversy; Prison Guards Hostage; Identity Theft; Health-New Fertility Test; George H.W. Bush Health; Super Bowl Ads; Beyonce Pregnant; Inspiring Teacher.

Network TV At A Glance:

Supreme Court Nomination – 8 minutes, 10 seconds
Confirmation Hearing – 7 minutes, 55 seconds
Iran Missile Test – 5 minutes, 45 seconds
Bannon Islam View Controversy – 4 minutes, 45 seconds
Prison Guards Hostage – 2 minutes, 40 seconds
Trump Honors Navy SEAL Casualty – 1 minute, 15 seconds
GHW Bush Health – 1 minute, 10 seconds

Story Lineup From This Morning's Radio News Broadcasts:

ABC: UC Berkeley Protests Breitbart; Tillerson Confirmation; Confirmation Hearings; Supreme Court Nomination.

CBS: UC Berkeley Protests Breitbart; Supreme Court Nomination; Tillerson Confirmation; Confirmation Hearings; US Auto Sales; Wall Street News.

FOX: Tillerson Confirmation; Iran Missile Test; Confirmation Hearing; UC Berkeley Protests Breitbart.

NPR: Tillerson Confirmation; Confirmation Hearings; Supreme Court Nomination; Iran Missile Test; UC Berkeley Protests Breitbart; Biden Foundation; Human Height Gene; Bacon Shortage; Wall Street News.

Washington Schedule:

TODAY'S EVENTS IN WASHINGTON.

White House:

PRESIDENT TRUMP — Attends a national prayer breakfast; meets with Chief of Staff, Reince Priebus; participates in a legislative affairs strategy session; meets with Senator Orrin Hatch, Senator Ron Wyden, Congressman Kevin Brady, and Congressman Richard Neal; has lunch with Harley Davidson executives and union representatives.

VICE PRESIDENT PENCE — Joins the President to participate in the National Prayer Breakfast; participates in a media interview with Sean Hannity from Fox News; joins the President to meet with Senator Orrin Hatch, Senator Ron Wyden, Congressman Kevin Brady, and Congressman Richard Neal, has lunch with Harley Davidson executives and union representatives; meets with German Vice Chancellor and Minister of Foreign Affairs, Sigmar Hartmut Gabriel.

US Senate: 10:45 AM House DL Pelosi holds weekly Presser – Democratic Leader Nancy Pelosi holds her weekly press conference. Location: HVC Studio A (Enter through HVC-117), Capitol Visitor Center.
<http://www.democraticleader.gov/> <https://twitter.com/NancyPelosi>

11:00 AM Senate Budget Committee votes on GOP Rep. Mick Mulvaney to be OMB director – Executive Session, to consider the nomination of Mick Mulvaney to be Office of Management and Budget Director * Then-President-elect Donald Trump announced the nomination of the Republican congressman in December Location: 608 Dirksen, U.S. Capitol, Washington, DC <http://budget.senate.gov/> <https://twitter.com/SenateBudget>

2:00 PM Senate Intelligence CLOSE hearing. – The Senate Select Committee on Intelligence holds a CLOSED hearing. <https://www.intelligence.senate.gov/hearings/closed-briefing-intelligence-matters-129> Location: 219 Hart Senate Office Building. <http://intelligence.senate.gov>

US House: 9:00 AM House Government Reform Committee hearing on OPM and the National Background Investigations Bureau – Hearing on ‘Improving Security and Efficiency at OPM and the National Background Investigations Bureau’, with testimony from Office of Personnel Management Acting Director Kathleen McGettigan, and Chief Information Security Officer Cord Chase; National Background Investigations Bureau Director Charles Phalen, and CIO David DeVries; and Department of Defense CIO Terry Halvorsen Location: Rm 2154, Rayburn House Office Bldg, Washington, DC <http://oversight.house.gov/> <https://twitter.com/GOPoversight>

10:00 AM House Homeland Security subcommittee hearing on the future of the TSA – Transportation and Protective Security Subcommittee hearing on ‘The Future of the Transportation Security Administration’, with testimony from U.S. Travel Association CEO Roger Dow; Airports Council International Head of Security Nina Brooks; and American Federation of Government Employees National President J. David Cox Location: HVC 210, U.S. Capitol, Washington, DC homeland.house.gov <https://twitter.com/HouseHomeland>

10:00 AM House Foreign Affairs subcommittees joint hearing on Israel, the Palestinians, and the U.N. – Middle East and North Africa Subcommittee and Africa, Global Health, Global Human Rights, and International Organizations Subcommittee joint hearing on ‘Israel, the Palestinians, and the United Nations: Challenges for the New Administration’, with testimony from UN Watch Executive Director Hillel Neuer; Latitude founder Brian Hook; Foundation for Defense of Democracies Vice President for Research Dr Jonathan Schanzer; and S. Daniel Abraham Center for Middle East Peace President Robert Wexler Location: Rm 2172, Rayburn House Office Bldg, Washington, DC <http://www.hcfa.house.gov> <https://twitter.com/HouseForeign>

10:00 AM Hearing on ‘Consideration of the Committee Oversight Plan for 115th Congress’ Location: Rm 2118, Rayburn House Office Bldg, Washington, DC www.armedservices.house.gov <https://twitter.com/HASCRpublicans>

10:00 AM House Education subcommittee hearing on school choice – Early Childhood, Elementary, and Secondary Education Subcommittee hearing on ‘Helping Students Succeed Through the Power of School Choice’, with testimony from former Texas Education Agency Commissioner Michael Williams; Washington, DC, parent Almo Carter; Neighborhood Charter Network Executive Director Kevin Kubacki; and Dover, FL, parent Nina Cherry Location: Rm 2175, Rayburn House Office Bldg, Washington, DC <http://edworkforce.house.gov/> <https://twitter.com/EdWorkforce>

10:00 AM House Budget Committee hearing on the CBO’s Budget and Economic Outlook – Hearing on ‘The Congressional Budget Office’s Budget and Economic Outlook’, with testimony from CBO Director Dr Keith Hall Location: Rm 1334, Longworth House Office Bldg, Washington, DC <http://budget.house.gov/> <https://twitter.com/RepTomPrice>

10:00 AM House Judiciary Committee markup hearing – Markup hearing on ‘H.R. 732, Stop Settlement Slush Funds Act of 2017’, ‘H.R. 720, Lawsuit Abuse Reduction Act of 2017’, and ‘H.R. 725, Innocent Party Protection Act’ Location: Rm 2141 Rayburn House Office Bldg., Washington, DC <http://judiciary.house.gov/> <https://twitter.com/HouseJudiciary>

10:30 AM Health Subcommittee hearing on ‘Patient Relief from Collapsing Health Markets’ Location: Rm 2123, Rayburn House Office Bldg, Washington, DC <http://energycommerce.house.gov/> <https://twitter.com/HouseCommerce>

10:45 AM Dem Rep. Don Beyer introduces Freedom of Religion Act with Khizr Khan – Democratic Rep. Don Beyer introduces Freedom of Religion Act legislation, to ‘ensure that no one is denied entry into the United States because of their religion’, in response to President Donald Trump’s travel ban. Attendees include Gold Star father Khizr Khan, House Democratic Caucus Chairman Joe Crowley, Democratic Rep. Betty McCollum and American Civil Liberties Union Senior Immigration Policy Counsel Joanne Lin Location: House Triangle, Washington, DC <https://beyer.house.gov/>

10:45 AM House Commerce subcommittee hearing on NTIA reauthorization – Communications and Technology Subcommittee hearing on ‘Reauthorization of NTIA’, with testimony from former Acting Assistant Secretaries of Commerce for Communications and Information and former National Telecommunications and Information Administration Acting Administrators Meredith Attwell Baker and Anna Gomez, and former Assistant Secretary for Communications and Information and former NTIA Administrator John Kneuer Location: Rm 2322, Rayburn House Office Bldg, Washington, DC <http://energycommerce.house.gov/> <https://twitter.com/HouseCommerce>

11:00 AM House Financial Services Committee organizational meeting – Organizational meeting, to consider ‘A resolution to adopt rules of the Committee on Financial Services pursuant to clause 2 of the Rule XI of the House of Representatives’ Location: Rm 2128, Rayburn House Office Bldg, Washington, DC <http://financialservices.house.gov> <https://twitter.com/FinancialCmte>

12:00 PM House meets for legislative business – House of Representatives meets for legislative business, with agenda including completion of consideration of ‘H.J.Res. 40 – Providing for congressional disapproval under chapter 8 of title 5, United States Code, of the rule submitted by the Social Security Administration relating to Implementation of the NICS Improvement Amendments Act of 2007’, and consideration of ‘H.J.Res. 37 – Disapproving the final rule submitted by the Department of Defense, the General Services Administration, and the National Aeronautics and Space Administration relating to the Federal Acquisition Regulation’ Location: Washington, DC <http://www.house.gov/>

1:00 PM House Oversight and Government Reform Committee Business Meeting – Business Meeting, with agenda including ‘H.J. Res. 27 – Disapproving the action of the District of Columbia Council in approving the Death with Dignity Act of 2016’; ‘H.R. XXX – the Federal Records Modernization Act of 2017’; and ‘H.R. XXX – the Electronic Message Preservation Act of 2017’ * Democratic Rep. Eleanor Holmes Norton has criticized the decision to mark up the resolution regarding the Death with Dignity Act without a hearing on it with witnesses, calling it ‘an abuse of Congressional authority over the District’ which ‘violates the spirit of the Home Rule Act’ Location: Rm 2154 Rayburn House Office Bldg., Washington, DC <http://oversight.house.gov/> <https://twitter.com/GOPoversight>

1:30 PM GOP Rep. Rob Wittman speaks at MDAA Congressional Roundtable – Missile Defense Advocacy Alliance Congressional Roundtable Discussion Series event on ‘The Navy’s Contribution to Ballistic Missile Defense’, featuring Republican Rep. Rob Wittman, former Chief of Naval Operations Adm. (Ret.) Jonathan Greenert, and MDAA Chairman and founder Riki Ellison Location: SVC 201-200, U.S. Capitol, Washington, DC www.missiledefenseadvocacy.org <https://twitter.com/missiledefadv> #NavyBMD

Other: 7:30 AM National Prayer Breakfast – National Prayer Breakfast. Attendees include Republican Sens. Chuck Grassley, Rob Portman, and James Lankford, and Democratic Rep. Elizabeth Esty Location: Washington Hilton, 1919 Connecticut Avenue Northwest, Washington, DC <http://thefellowshipfoundation.org/>

9:00 AM ITIF ‘2017 Telecom Priorities for Congress and the FCC’ event – ‘2017 Telecom Priorities for Congress and the Federal Communications Commission’ Information Technology and Innovation Foundation event. Speakers include former FCC Commissioner Kathleen Abernathy, Cisco Systems Global Government Affairs The Americas Vice President Jeffrey Campbell, member of the Trump Administration FCC Transition Team Mark Jamison, and Cooley LLP partner and FCC Commissioner Robert McDowell Location: ITIF, 1101 K Street NW, Suite 610A, Washington, DC www.itif.org <https://twitter.com/ITIFdc> #TIFbroadband

9:00 AM Annual Washington, DC Food Tank Summit – Third annual Washington, DC Food Tank Summit, with researchers, farmers, chefs, policy makers, govt officials, and students coming together for panels on topics including nourishing the planet, improving nutrient density, the future of organic, investing in the food movement, and legislating change in the food system. Speakers include National Farmers Union President Roger Johnson, Office of the U.S. Trade Representative Chief Agricultural Negotiator Amb. Darci Vetter, Democratic Rep. Chellie Pingree, Washington Post Food Writer Tim Carman, POLITICO Agriculture and Trade Editor Jason Huffman, actress and Cancer Schmancer Movement President Fran Drescher, Farmworker Justice President Bruce Goldstein, and U.S. Department of Agriculture Communications Director Matt Herrick Location: Jack Morton Auditorium, 805 21st St NW, Washington, DC foodtank.com https://twitter.com/Food_Tank

1:00 PM Dem Rep. Elizabeth Esty holds press call ahead of National Prayer Breakfast – Democratic Rep. Elizabeth Esty holds press call ahead of National Prayer Breakfast, with her invited guest Baitul Aman Mosque Imam Hamid Malik Location: TBD esty.house.gov <https://twitter.com/RepEsty>

Governing Outlook State and Local Market Forecast briefing concludes – Governing Outlook 2017 State and Local Market Forecast briefing. Day two speakers include former Michigan Governor John Engler, former Maryland Governor Martin O'Malley, former Detroit Emergency Manager Kevyn Orr, Denver Mayor Michael Hancock, Phoenix Mayor Greg Stanton, South Miami, FL, Mayor Dr Philip Stoddard, Irving, TX, Mayor Beth Van Duyne, New Jersey State Sen. Diane Allen, and Massachusetts State Sen. Jennifer Flanagan Location: National Press Club, 529 14th St NW, Washington, DC www.governing.com

Last Laughs:

LATE NIGHT POLITICAL HUMOR.

Jimmy Kimmel: “One of the many stories coming out of the White House today is rumor that Melania Trump won't be moving to Washington, DC at all. Which [Donald Trump] really is serious about keeping immigrants out, I'll tell you.”

Jimmy Kimmel: “Trump told a reporter he isn't lonely without Melania in the White House because it means he can get more work done. I speak for a lot of us when I say, ‘Melania, get to Washington now!’”

Stephen Colbert: “This morning, the start of Black History Month was also marked by another prominent person of color, Donald Trump. Multi-colors, exactly. He's a rainbow coalition from the neck up.”

Stephen Colbert: “Today, Trump held a press conference to honor African American luminaries like the two black people he knows, Ben Carson and Omarosa.”

Stephen Colbert: [Referring to Trump's blasting of media during his meeting with African Americans] “What better way to celebrate Black History Month than to have African Americans listen to a rich white guy complain that the world is unfair to him?”

Stephen Colbert: [Referring to Trump's comment about the Martin Luther King statue in the Oval Office] “Yes, it was a fake news. Trump didn't take the statue from his office. It tried to escape.”

Stephen Colbert: “Apparently the Trump Administration asked [Judge Thomas] Hardiman to come to Washington to build suspense. And I just want to say to President Trump, you already have us on the edge of our seat, sir. Please, I don't think we can take any more thrills.”

Stephen Colbert: “Now, I'm not sure that [Supreme Court nominee Judge Neil] Gorsuch is the worst nominee Trump could have chosen. I mean, he could have picked himself.”

Trevor Noah: “Here's how you know we're living in Trump's America now. This appointment is for the top court in the land that rules over an entire branch of government. It's a lifetime appointment that could shape American society for the next 40 years. And you can tell that Trump understood the gravity of the

situation because he treated it like an episode of a reality show.”

Trevor Noah: “Who cares if it’s a surprise? The point of picking a Supreme Court justice isn’t gotcha! It’s a judge. Not a jack-in-the-box.”

Trevor Noah: “Elections do have consequences. And one of those consequences is that the President, unless he’s Obama, gets to appoint a Supreme Court justice of his choice.”

Trevor Noah: “[Gorsuch] was crying when he heard the news of Justice Scalia who had passed. A really touching story. And, also, the whitest thing I’ve ever heard.”

Trevor Noah: “I like the idea that now that Obama is done being President, he’s just going to go, like, full black. Cap backward.”

Trevor Noah: “But give Trump the credit, guys. Nobody thought he would remember Black History Month.”

Jimmy Fallon: “Guys, it is the first day of February. Which of course is the shortest month with just 28 days as opposed to January, which felt like it had 200.”

Jimmy Fallon: “Ahead of last night’s big Supreme Court announcement, President Trump brought both of his top two candidates to the White House. Yeah. Trump said, ‘One of you will be the nominee, the other will go home crying in the back of a limo.’”

Jimmy Fallon: “Actually, a source told ‘US Weekly’ that Melania Trump is going to wait until later in the year to decide if she’ll move to Washington. Yep. She said it depends on a lot of factors, like if her husband is still President.”

Jimmy Fallon: “According to a new survey, 41 percent of Americans think God plays a role in US elections. And God said, ‘Actually, I just focus on football and ‘The Bachelor.’ But you know, whatever.’”

Seth Meyers: “President Trump referred to CNN as ‘fake news’ during a Black History Month event today. Said CNN, ‘No, it really is Black History Month.’”

Seth Meyers: “Former President Obama was spotted on vacation in the Virgin Islands yesterday, wearing a backwards baseball cap and flip-flops, and completely ignoring the bat signal.”

Seth Meyers: [Referring to Trump’s Supreme Court nominee announcement] “First thing, so, was that a surprise? I don’t know how to tell you this, Mr. President, but no. Twelve days into your presidency, the part of me that can be surprised is dead.”

Seth Meyers: “At least with Gorsuch, Trump picked an expert in his field. You may not like his positions, but he went to law school and is currently a judge. Meanwhile, Rick Perry probably thinks the Secretary of Energy’s in charge of making sure the White House smoke alarms have fresh batteries.”

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United States Department of the Interior

FISH AND WILDLIFE SERVICE Mountain-Prairie Region



IN REPLY REFER TO:
FWS/NWRS/
Mail Stop 60130

MAILING ADDRESS:
Post Office Box 25486
Denver Federal Center
Denver, Colorado 80225-0486

STREET LOCATION:
134 Union Boulevard
Lakewood, Colorado 80228-1807

MAY 15 2015

Memorandum

To: Project Leaders, National Wildlife Refuge System, Region 6
From: Regional Chief, National Wildlife Refuge System, Region 6
Subject: Focusing on Priorities – Workforce Planning in the Region

This memorandum and associated attachments outline the details of the proposed Workforce Plan for the Region 6 National Wildlife Refuge System (NWRS) program. The refuge supervisors developed this proposal with careful consideration of national priorities, the regional priorities I distributed on October 21, 2014, (attached), and the feedback we received from you during the recent Town Hall listening sessions.

Developing this Workforce Plan has not been an easy process. I understand that the positions identified for changes are associated with real people. I want to stress the fact that if a position is proposed for a change in the future it in no way indicates the position or the person currently in that position are not valued and important. This is a plan for lining up future staffing with regional priorities. I ask that you review the draft and provide feedback through your respective refuge supervisor no later than two weeks from the date of this memorandum.

Core Staffing

The proposal is framed on what is referred to as “core staffing” for each station because we heard from you during the listening sessions that core staffing levels are important. Core staffing is the minimum staffing level to maintain operations at a refuge or complex, which is dependent on the size and complexity of the station. The concept of core staffing will set the baseline for organizational charts in the future. I fully expect that you will have comments about the core staffing proposals; your feedback is valuable and will be considered prior to the final Workforce Plan implementation.

Plan Scope and Details

As I mentioned on our May 14, 2015, call, this proposal focuses on 126X funded positions at every field station and in the Regional Office. That does not mean that other programs (Fire, PFW, and Realty) are sheltered from workforce planning. The Fire and PFW programs already have workforce plans and are implementing them. In the case of Realty, their funding is completely independent of the Refuge System resource appropriations.

As you review the attached proposal, you will note that some positions were proposed to be downgraded, others upgraded, some job series changed, some positions were moved to a higher priority location, and some are proposed to be abolished. Again, keep in mind these changes are being recommended in order to better align our future staffing with our regional priorities.

Note also that the refuge supervisors propose phasing out the “Bio Tech” series in favor of the Wildlife Refuge Specialists in the 5/7/9 grade levels. This change will allow for broader-scope entry level positions and developmental career opportunities.

For the Regional Office section of the proposed Workforce Plan, each Division Chief is working on their portion. My intent is to keep the majority of the resources in the field and have a Regional Office staff that provides quality support for the work done by field staff, gives technical assistance to field staff on national and regional programs, and serves as a liaison with Headquarters.

Anticipated Cost Savings

In the past, I have said we should conduct workforce planning in times of good budget scenarios as well as bad. I still believe this to be true. However, we must implement a plan at this time because we can no longer afford all the positions we have and maintain a 75:25 management capability ratio. Now, more than ever, we also need to focus on supporting national and regional priorities. As is, this plan will save us roughly \$2.1M in 126X funding.

Next Steps

After receiving and taking into account your recommendations, I will finalize the Workforce Plan and begin implementation. A rolling vacancy list will be developed, and through attrition we will fill the highest priority positions. We still believe that the following three positions should be kept filled at every station – Project Leader, Law Enforcement Officer, and Wage Grade (WG) professional (if the WG position is the only one at a station).

The rolling vacancy list will be dynamic and subject to change depending on which vacancies occur and how they relate to the plan. There will be times when other positions are filled for management reasons after careful consideration by the refuge supervisors and ARD/DARD. For example, the park ranger position at the Great Plains Nature Center will be filled in the near future because it supports an important partnership between the city of Wichita, the State of Kansas, and the Service.

I want to stress that there will be no directed reassignments or changes made as long as a position is encumbered. Adjustments will only occur if and when the position is vacated or if the employee voluntarily requests - and regional approval is given - reassignment because an employee desires to move to gain more experience and the reassignment supports our highest priority needs.

Questions

If you have questions or want clarification on any part of this plan please contact your refuge supervisor.

Conserve, protect and manage habitat – employing Strategic Habitat Conservation.

1. Prairie Pothole Region
2. Sagebrush steppe ecosystem
3. Rainwater Basin
4. Flint Hills
5. Bear River Watershed
6. San Luis Valley Watershed

Developing a conservation constituency through communication.

1. Urban refuges - Focus on reaching youth, underprivileged communities, and increasing relevancy
2. High visitation refuges - Engaging a high volume of visitors
3. Non-traditional engagement - Develop a means to use technology and new approaches in reaching our constituents
4. Minimum standards for visitor service programs - Develop and apply minimum standards on refuges

Developing the next leaders; taking care of employees.

1. Promote training opportunities at all levels
2. Recruit, retain, and train entry level positions – succession planning
3. Create a productive and positive work environment

Label: "NBR - Congressional"

Created by:roya_mogadam@fws.gov

Total Messages in label:124 (18 conversations)

Created: 03-27-2017 at 15:56 PM

Conversation Contents

Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Attachments:

/10. Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip/1.1 WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx
/10. Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip/2.1 WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx
/10. Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip/4.1 WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx
/10. Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip/10.1 NPS and FWS Agenda for M. StricklerTrip to GYE.docx

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Aug 15 2016 13:54:07 GMT-0600 (MDT)
To: "Matt.Strickler" <Matt.Strickler@mail.house.gov>
Anna Munoz <anna_munoz@fws.gov>, Mike Blenden <mike_blenden@fws.gov>, Susan Caolo <susan_caolo@fws.gov>, Jennifer Carpenter <jennifer_carpenter@nps.gov>
CC:
Subject: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip
Attachments: WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx

Hi Matt-

Thank you for sending updates on Friday for your August 29-September 2, 2016 trip to National Bison Range, Yellowstone, Grand Teton, and National Elk Refuge.

Attached is a draft itinerary FWS and NPS pulled together. If possible, when you are available (August 25/August 26) would you have time to hop on a call with Anna, Mike, Sue, and Jennifer so they can finalize the agenda and make sure you have all the information you may need?

As you know, I am wrapping up my role here in Congressional and Legislative Affairs and will be moving next week to Denver, Colorado. Since I will be out of pocket, Anna Munoz and Mike Blenden (CCed) will be your point of contacts with the FWS and Jennifer (Yellowstone) and Sue (Grand Teton) are your contacts for the NPS portion of the trip. I will be on the trip on the 29th so I will see you then.

If you need to reach me, my cell is 703-209-4565.

-Roya

--

Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Aug 15 2016 13:54:30 GMT-0600 (MDT)
To: Angela Gustavson <Angela_Gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>, Alyssa Hausman <alyssa_hausman@fws.gov>, Lisa Jones <lisa_m_jones@fws.gov>
Subject: Fwd: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip
Attachments: WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx

FYI

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Mon, Aug 15, 2016 at 3:54 PM
Subject: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip
To: "Matt.Strickler" <Matt.Strickler@mail.house.gov>
Cc: Anna Munoz <anna_munoz@fws.gov>, Mike Blenden <mike_blenden@fws.gov>, Susan Caolo <susan_caolo@fws.gov>, Jennifer Carpenter <jennifer_carpenter@nps.gov>

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Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

--

Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Mon Aug 15 2016 14:05:21 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Thanks, Roya - this looks great. I get back the morning of 8/24 - can we schedule a call for that afternoon?

Matt

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Mogadam, Roya
Sent: Tuesday, August 16, 2016 5:55 AM
To: Strickler, Matt
Cc: Anna Munoz; Mike Blenden; Susan Caolo; Jennifer Carpenter
Subject: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

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-Roya

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Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

"Blenden, Mike" <mike_blenden@fws.gov>

From: "Blenden, Mike" <mike_blenden@fws.gov>
Sent: Mon Aug 15 2016 14:09:21 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>, Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip
Attachments: WorkingDraftNPSFWSAgendafor82916-9216Trip (3).docx

Roya and Anna,

Attached is a small edit to the itinerary on Monday, August 29 to reflect what Roya and I discussed regarding meeting with CSKT and National Bison Range staff. Let me know if this is a problem.

Thanks,

Mike

On Mon, Aug 15, 2016 at 1:54 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:
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Roya Mogadam
Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

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Michael Blenden
Refuge Supervisor - Montana, Wyoming and Utah
134 Union Boulevard
Lakewood, CO 80228
303-236-4306
303-710-7934 cell

Too often we...enjoy the comfort of opinion without the discomfort of thought.
John F. Kennedy

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Aug 16 2016 10:40:18 GMT-0600 (MDT)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Anna Munoz <anna_munoz@fws.gov>, Mike Blenden
<mike_blenden@fws.gov>, Susan Caolo
CC: <susan_caolo@fws.gov>, Jennifer Carpenter
<jennifer_carpenter@nps.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Does the 24th at 3:00pm ET/1:00pm MT work for the group? I will reserve a conference line but will not be able to join the call.

-Roya

On Mon, Aug 15, 2016 at 4:05 PM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:

Thanks, Roya - this looks great. I get back the morning of 8/24 - can we schedule a call for that afternoon?

Matt

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Mogadam, Roya
Sent: Tuesday, August 16, 2016 5:55 AM
To: Strickler, Matt
Cc: Anna Munoz; Mike Blenden; Susan Caolo; Jennifer Carpenter
Subject: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Hi Matt-

Thank you for sending updates on Friday for your August 29-September 2, 2016 trip to National Bison Range, Yellowstone, Grand Teton, and National Elk Refuge.

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-Roya

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Division of Congressional and Legislative Affairs
U.S. Fish and Wildlife Service
5275 Leesburg Pike
Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

--

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Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

"Carpenter, Jennifer" <jennifer_carpenter@nps.gov>

From: "Carpenter, Jennifer" <jennifer_carpenter@nps.gov>
Sent: Tue Aug 16 2016 11:32:49 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
"Strickler, Matt" <Matt.Strickler@mail.house.gov>, Anna
CC: Munoz <anna_munoz@fws.gov>, Mike Blenden
<mike_blenden@fws.gov>, Susan Caolo
<susan_caolo@fws.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming
Trip

Works for me. Can you please send out a calendar invite and phone number?

Thanks

~~~~~  
Jennifer Carpenter  
Chief, Yellowstone Center for Resources  
Yellowstone National Park  
307-344-2528 (office)

<http://www.nps.gov/yell>  
<http://www.nps.gov/yell/parkmgmt/ycr.htm>

On Tue, Aug 16, 2016 at 10:40 AM, Mogadam, Roya <[roya\\_mogadam@fws.gov](mailto:roya_mogadam@fws.gov)> wrote:  
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Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

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**From:** Mogadam, Roya  
**Sent:** Tuesday, August 16, 2016 5:55 AM  
**To:** Strickler, Matt  
**Cc:** Anna Munoz; Mike Blenden; Susan Caolo; Jennifer Carpenter  
**Subject:** Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

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Falls Church, VA 22041-3803

[Roya.Mogadam@fws.gov](mailto:Roya.Mogadam@fws.gov)

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[Roya.Mogadam@fws.gov](mailto:Roya.Mogadam@fws.gov)

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**"Mogadam, Roya" <roya\_mogadam@fws.gov>**

**From:** "Mogadam, Roya" <roya\_mogadam@fws.gov>  
**Sent:** Tue Aug 16 2016 11:37:40 GMT-0600 (MDT)  
**To:** "Carpenter, Jennifer" <jennifer\_carpenter@nps.gov>  
"Strickler, Matt" <Matt.Strickler@mail.house.gov>, Anna  
**CC:** Munoz <anna\_munoz@fws.gov>, Mike Blenden  
<mike\_blenden@fws.gov>, Susan Caolo  
<susan\_caolo@fws.gov>  
Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming

**Subject:** Trip

Thanks Jennifer- I just sent a calendar invite to the group.

The call in number is:

866-802-5975

Leader: 7941951

Participant: 4965500

-Roya

On Tue, Aug 16, 2016 at 1:32 PM, Carpenter, Jennifer <[jennifer\\_carpenter@nps.gov](mailto:jennifer_carpenter@nps.gov)> wrote:

Works for me. Can you please send out a calendar invite and phone number?

Thanks

~~~~~

Jennifer Carpenter
Chief, Yellowstone Center for Resources
Yellowstone National Park
307-344-2528 (office)

<http://www.nps.gov/yell>

<http://www.nps.gov/yell/parkmgmt/ycr.htm>

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Roya_Mogadam@fws.gov

"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Aug 16 2016 13:29:19 GMT-0600 (MDT)
To: "Blenden, Mike" <mike_blenden@fws.gov>
CC: Anna Munoz <anna_munoz@fws.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Thanks Mike - I made these edits to the draft document. Do you know how long we will be at National Elk Refuge? I was going to include some times for that day and also wanted to make sure I booked the right flight.

Thanks!
-Roya

On Mon, Aug 15, 2016 at 4:09 PM, Blenden, Mike <mike_blenden@fws.gov> wrote:
Roya and Anna,

Attached is a small edit to the itinerary on Monday, August 29 to reflect what Roya and I discussed regarding meeting with CSKT and National Bison Range staff. Let me know if this is a problem.

Thanks,

Mike

On Mon, Aug 15, 2016 at 1:54 PM, Mogadam, Roya <roya_mogadam@fws.gov> wrote:

Hi Matt-

Thank you for sending updates on Friday for your August 29-September 2, 2016 trip to National Bison Range, Yellowstone, Grand Teton, and National Elk Refuge.

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Michael Blenden
Refuge Supervisor - Montana, Wyoming and Utah
134 Union Boulevard
Lakewood, CO 80228
303-236-4306
303-710-7934 cell

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Falls Church, VA 22041-3803

Roya_Mogadam@fws.gov

"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Tue Aug 16 2016 17:05:55 GMT-0600 (MDT)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Works for me, thanks!

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Mogadam, Roya
Sent: Wednesday, August 17, 2016 2:41 AM
To: Strickler, Matt
Cc: Anna Munoz; Mike Blenden; Susan Caolo; Jennifer Carpenter
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming Trip

Does the 24th at 3:00pm ET/1:00pm MT work for the group? I will reserve a conference line but will not be able to join the call.

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On Mon, Aug 15, 2016 at 4:05 PM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:

Thanks, Roya - this looks great. I get back the morning of 8/24 - can we schedule a call for that afternoon?

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Sent: Tuesday, August 16, 2016 5:55 AM
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Roya.Mogadam@fws.gov

"Munoz, Anna" <anna_munoz@fws.gov>

From: "Munoz, Anna" <anna_munoz@fws.gov>
Sent: Wed Aug 24 2016 13:59:14 GMT-0600 (MDT)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
"Mogadam, Roya" <roya_mogadam@fws.gov>, Mike
CC: Blenden <mike_blenden@fws.gov>, Susan Caolo
<susan_caolo@fws.gov>, Jennifer Carpenter
<jennifer_carpenter@nps.gov>
Subject: Re: Draft Itinerary for August 29-Sept 2 Montana/Wyoming
Trip
Attachments: NPS and FWS Agenda for M. StricklerTrip to GYE.docx

Hi All,

Attached is the revised agenda based on our phone discussion. If you have any additional edits or clarifications, please let me know.

Thanks,
Anna

Anna Muñoz
Assistant Regional Director - External Affairs
U.S. Fish and Wildlife Service, Mountain-Prairie Region
Office: 303-236-4510
Cell: 720-648-2542

On Mon, Aug 15, 2016 at 2:05 PM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:

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114TH CONGRESS
2D SESSION

S. 2636

To amend the Act of June 18, 1934, to require mandatory approval of applications for land to be taken into trust if the land is wholly within a reservation, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MARCH 3, 2016

Mr. TESTER introduced the following bill; which was read twice and referred to the Committee on Indian Affairs

A BILL

To amend the Act of June 18, 1934, to require mandatory approval of applications for land to be taken into trust if the land is wholly within a reservation, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Reservation Land Con-
5 solidation Act of 2016”.

1 **SEC. 2. ON-RESERVATION LAND ACQUISITIONS.**

2 The Act of June 18, 1934 (commonly known as the
3 “Indian Reorganization Act”), is amended by inserting
4 after section 5 (25 U.S.C. 465) the following:

5 **“SEC. 5A. ON-RESERVATION LAND ACQUISITIONS.**

6 “(a) DEFINITIONS.—In this section:

7 “(1) INDIAN TRIBE.—The term ‘Indian tribe’
8 means an Indian tribe included in the list published
9 by the Secretary in the Federal Register pursuant to
10 section 104 of the Federally Recognized Indian
11 Tribe List Act of 1994 (25 U.S.C. 479a–1).

12 “(2) RESERVATION.—

13 “(A) IN GENERAL.—Except as provided in
14 subparagraphs (B) and (C), the term ‘reserva-
15 tion’ means the area of land over which an In-
16 dian tribe is recognized by the United States as
17 having governmental jurisdiction.

18 “(B) APPLICATION TO CERTAIN LAND.—
19 Notwithstanding subparagraph (A), with re-
20 spect to the State of Oklahoma or where there
21 has been a final judicial determination that a
22 reservation has been disestablished or dimin-
23 ished, the term ‘reservation’ means the area of
24 land constituting the former reservation of an
25 Indian tribe, as defined by the Secretary.

1 “(C) EFFECT.—If the meaning given the
2 term ‘reservation’ in subparagraphs (A) and
3 (B) conflicts with any law enacted by Congress
4 to acquire, or to authorize the acquisition of,
5 title to particular land to be held in trust by the
6 United States for the benefit of an Indian tribe,
7 that law shall control with respect to that land.

8 “(b) ACQUISITION OF LAND IN TRUST.—An Indian
9 tribe seeking to have land wholly within or contiguous to
10 the reservation of the Indian tribe taken into trust for the
11 benefit of that Indian tribe shall submit to the Secretary
12 an application containing such title evidence necessary for
13 the United States to accept title to the land.

14 “(c) REQUIREMENTS.—Immediately on application
15 under subsection (b), and subject only to Federal land ac-
16 quisition title requirements applicable to an acquisition of
17 land by the Secretary to be held in trust for the benefit
18 of an Indian tribe, the Secretary shall take into trust the
19 land covered by the application.”.

○

information we need from applicants. Hunters often apply for import permits before leaving on safari and therefore are not in a position to provide information on the specific elephant and population. In addition, hunters are not necessarily in a position to know what portion of their hunting fees will support conservation. This is information that we acquire from the countries of origin, not from permit applicants.

Comment 2: With regard to the cost burden, the International Fund for Animal Welfare and the Natural Resources Defense Council claim that the permit application fee is too small and that it should be increased to fully compensate FWS for costs associated with performing individualized (as opposed to country-wide) enhancement findings. They note that the 2015 market rate for an African elephant hunting package was between \$25,000 and \$60,000, and add that the \$100 permit application fee “imposes trivial additional costs on the importer.”

Response to Comment 2: We are currently reevaluating our permit fees and may, in the future, publish a proposed rule to revise our fee structure.

Comment 3: The Humane Society of the United States and Humane Society International jointly submitted comments in support of the request for extension of approval for information collection through FWS Form 3–200–19 from all importers of African elephant sport-hunted trophies. They stated their belief that it is critically important that this information is collected from applicants for import permits under the Endangered Species Act (ESA; 16 U.S.C. 1531 *et seq.*), because the information “is essential for FWS to comply with its statutory duties to protect African elephants from threats that jeopardize the species’ continued existence.” They also believe that FWS Form 3–200–19 requests the “bare minimum information needed” from an applicant.

These joint commenters also stated that the current “paltry” applicant fee of \$100 for an African elephant sport-hunted trophy import permit is too low and should be increased. They assert that the \$100 application fee for import of trophies “cannot possibly reimburse the agency for all of its costs associated with ensuring that applicants are eligible for permits,” and they “urge OMB to formally request that FWS amend this fee structure.”

Response to Comment 3: See our response to Comment 2.

Comment 4: Conservation Force submitted comments in opposition to the information collection, stating that “it is unnecessary and over burdensome

for both the U.S. Fish and Wildlife Service . . . and permit applicants/ tourist safari hunters, and it will not provide any useful information.” They contend that it is “a burden without a benefit” and that the burden cannot be reduced unless the permit requirement is removed. Conservation Force also asserts that the burden estimate is inaccurate, because the Service has not considered its current backlog of applications in assessing its ability to process another 300 permits, the additional costs and demands for seizures and law enforcement actions, and the permit renewal fee.

Response to Comment 4: Our newly revised regulations require that we issue an ESA import permit for import of all African elephant sport-hunted trophies. We are seeking authorization to collect the information necessary for us to issue these permits. The burden estimates are developed in accordance with the Paperwork Reduction Act. In estimating the burden to the Service, we consider the time required to process an application, the cost of processing an application, including the salaries of the people doing the work, and the estimated number of applications. In estimating the burden to the applicant, we consider the time it takes to complete an application, including gathering the necessary information, an estimate of the salary of the person completing the form, and the permit fee. Based on our experience, we believe our burden estimates are accurate.

We again invite comments concerning this information collection on:

- Whether or not the collection of information is necessary, including whether or not the information will have practical utility;
- The accuracy of our estimate of the burden for this collection of information;
- Ways to enhance the quality, utility, and clarity of the information to be collected; and
- Ways to minimize the burden of the collection of information on respondents.

Comments that you submit in response to this notice are a matter of public record. Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment, including your personal identifying information, may be made publicly available at any time. While you can ask OMB in your comment to withhold your personal identifying information from public review, we cannot guarantee that it will be done.

Dated: January 11, 2017.

Tina A. Campbell,

Chief, Division of Policy and Directives Management, U.S. Fish and Wildlife Service.

[FR Doc. 2017–00960 Filed 1–17–17; 8:45 am]

BILLING CODE 4333–15–P

DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS–R6–R–2016–N221];
[FXRS1261060000–178–FF06R00000]

Notice of Intent To Prepare a Comprehensive Conservation Plan for the National Bison Range, Moiese, Montana

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of intent; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and public meetings. Notification of all such meetings will be announced in the local press and on the NBR Web site.

DATES: To ensure consideration, written comments must be received or postmarked on or before February 17, 2017.

ADDRESSES: If you wish to comment on the scope of the CCP/EIS, you may submit your comments by the following method: You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

FOR FURTHER INFORMATION CONTACT: Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228, or by telephone (303) 236–4378.

SUPPLEMENTARY INFORMATION:

Introduction

With this notice, we initiate our process for developing a CCP for the National Bison Range, with headquarters in Moiese, MT. The notice complies with our CCP policy to (1) advise other Federal and State agencies,

Tribes, and the public of our intention to conduct planning on this refuge complex and (2) to obtain suggestions and information on the scope of additional issues to consider during development of the CCP. Through the CCP, the Service intends to evaluate both how NBR is managed and who manages it.

Background

The CCP Process

The National Wildlife Refuge System Administration Act of 1966, (Administration Act), as amended by the National Wildlife Refuge System Improvement Act of 1997 (16 U.S.C. 668dd–668ee), requires us to develop a CCP for each national wildlife refuge. The purpose of a CCP is to provide refuge managers with a 15-year strategy for achieving refuge purposes and contributing toward the mission of the National Wildlife Refuge System (NWRS), consistent with sound principles of fish and wildlife management, conservation, legal mandates, and Service policies. In addition to outlining broad management direction on conserving wildlife and their habitats, CCPs identify wildlife-dependent recreational opportunities available to the public, including opportunities for hunting, fishing, wildlife observation and photography, and environmental education and interpretation. We will review and update the CCP at least every 15 years in accordance with the Administration Act.

Each unit of the NWRS was established for specific purposes. We use these purposes as the foundation for developing and prioritizing the management goals and objectives for each refuge within the NWRS mission, and to determine how the public can use each refuge. The planning process is a way for us and the public to evaluate management goals and objectives that will ensure the best possible approach to wildlife, plant, and habitat conservation, while providing for wildlife-dependent recreation opportunities that are compatible with each refuge's establishing purposes and the mission of the NWRS.

We will conduct environmental review pursuant to the provisions of the National Environmental Policy Act of 1969 (42 U.S.C 4321 *et seq.*), by preparing an environmental impact statement (EIS). The Service intends to invite the Confederated Salish and Kootenai Tribes (CSKT) to participate as a cooperating agency as provided by 40 CFR 1508.5.

The Service will prepare a CCP and EIS which will describe management of the NBR over the next 15 years. To facilitate sound planning and environmental assessment, the Service intends to gather information necessary for the preparation of the CCP/EIS and obtain suggestions and information from other agencies and the public on the scope of issues to be addressed in the CCP/EIS. The Service will separately consider CCPs for Pablo, Ninepipe, and Lost Trail National Wildlife Refuges, and the Northwest Montana Lake County Wetland Management District and the waterfowl production areas therein, which are also part of the National Bison Range Complex. The Service will publish a notice of intent to prepare these CCPs at a later date.

The National Bison Range

In 1855, the United States entered into the Hell Gate Treaty with the Salish and Kootenai Tribes of Western Montana to establish the Flathead Indian Reservation. Just over 50 years later, on May 23, 1908, Congress enacted legislation that used its power of eminent domain to establish the refuge. The overall mission of the NBR is to maintain a representative herd of bison, under reasonably natural conditions, to ensure the preservation of the species for continued public enjoyment. The NBR is 18,800 acres and supports between 350 and 500 bison. The National Bison Range lies entirely within the boundary of the Flathead Indian Reservation of the Confederated Salish and Kootenai Tribes. Members of the CSKT have a cultural, historical, or geographic connection to the land and resources of the Range. There are significant cultural sites located on the Range and the land was formerly owned in trust for the CSKT. The bison at the range today are descendants of bison owned and preserved by CSKT members over a century ago.

Additional Information

The draft CCP/EIS for NBR will include detailed information about the planning process, refuge, issues, and desired resource conditions. Based on determination of desired conditions, regardless of which management option is selected, the final CCP/EIS will outline resource management activities and visitor recreational activities. To facilitate sound judgment of environmental impacts, the Service is gathering information necessary for the preparation of a CCP/EIS. Based on public input over the years, the Service believes that the range of management alternatives should include, at a minimum:

- *Alternative A (Current Management)*: This alternative represents continuing current management and serves as a baseline for comparing the other alternatives. Under this alternative, we would continue our current habitat and visitor services management activities on existing refuge lands. The Service would continue to be responsible for the overall administration of the NBR and the day-to-day on-site activities. The Service would be responsible for implementation of the NBR CCP.

- *Alternative B (Preferred Management Option)*: In this alternative, the Service intends to evaluate the preferred management option of a Congressional transfer of lands comprising of the NBR unit of the National Wildlife Refuge System to the CSKT of the Flathead Reservation, to be held in trust by the Secretary of the Interior for the benefit of the CSKT. In addition to the management of the herd of bison, the CSKT will conserve the natural resources and provide for public visitation and educational opportunities on such lands. Resources would be managed to perpetuate and protect the natural environment and to preserve cultural and historic resources and values. The alternative returns to the tribe control of their traditional lands and cultural resources.

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Public Availability of Comments

Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment—including your personal identifying information—may be made publicly available at any time. While you can ask us in your comment to withhold your personal identifying information from public review, we cannot guarantee that we will be able to do so.

Dated: December 20, 2016.

Noreen Walsh,

Regional Director, U.S. Fish and Wildlife Service, Denver, Colorado.

[FR Doc. 2017–00808 Filed 1–17–17; 8:45 am]

BILLING CODE 4333–15–P

information we need from applicants. Hunters often apply for import permits before leaving on safari and therefore are not in a position to provide information on the specific elephant and population. In addition, hunters are not necessarily in a position to know what portion of their hunting fees will support conservation. This is information that we acquire from the countries of origin, not from permit applicants.

Comment 2: With regard to the cost burden, the International Fund for Animal Welfare and the Natural Resources Defense Council claim that the permit application fee is too small and that it should be increased to fully compensate FWS for costs associated with performing individualized (as opposed to country-wide) enhancement findings. They note that the 2015 market rate for an African elephant hunting package was between \$25,000 and \$60,000, and add that the \$100 permit application fee “imposes trivial additional costs on the importer.”

Response to Comment 2: We are currently reevaluating our permit fees and may, in the future, publish a proposed rule to revise our fee structure.

Comment 3: The Humane Society of the United States and Humane Society International jointly submitted comments in support of the request for extension of approval for information collection through FWS Form 3–200–19 from all importers of African elephant sport-hunted trophies. They stated their belief that it is critically important that this information is collected from applicants for import permits under the Endangered Species Act (ESA; 16 U.S.C. 1531 *et seq.*), because the information “is essential for FWS to comply with its statutory duties to protect African elephants from threats that jeopardize the species’ continued existence.” They also believe that FWS Form 3–200–19 requests the “bare minimum information needed” from an applicant.

These joint commenters also stated that the current “paltry” applicant fee of \$100 for an African elephant sport-hunted trophy import permit is too low and should be increased. They assert that the \$100 application fee for import of trophies “cannot possibly reimburse the agency for all of its costs associated with ensuring that applicants are eligible for permits,” and they “urge OMB to formally request that FWS amend this fee structure.”

Response to Comment 3: See our response to Comment 2.

Comment 4: Conservation Force submitted comments in opposition to the information collection, stating that “it is unnecessary and over burdensome

for both the U.S. Fish and Wildlife Service . . . and permit applicants/ tourist safari hunters, and it will not provide any useful information.” They contend that it is “a burden without a benefit” and that the burden cannot be reduced unless the permit requirement is removed. Conservation Force also asserts that the burden estimate is inaccurate, because the Service has not considered its current backlog of applications in assessing its ability to process another 300 permits, the additional costs and demands for seizures and law enforcement actions, and the permit renewal fee.

Response to Comment 4: Our newly revised regulations require that we issue an ESA import permit for import of all African elephant sport-hunted trophies. We are seeking authorization to collect the information necessary for us to issue these permits. The burden estimates are developed in accordance with the Paperwork Reduction Act. In estimating the burden to the Service, we consider the time required to process an application, the cost of processing an application, including the salaries of the people doing the work, and the estimated number of applications. In estimating the burden to the applicant, we consider the time it takes to complete an application, including gathering the necessary information, an estimate of the salary of the person completing the form, and the permit fee. Based on our experience, we believe our burden estimates are accurate.

We again invite comments concerning this information collection on:

- Whether or not the collection of information is necessary, including whether or not the information will have practical utility;
- The accuracy of our estimate of the burden for this collection of information;
- Ways to enhance the quality, utility, and clarity of the information to be collected; and
- Ways to minimize the burden of the collection of information on respondents.

Comments that you submit in response to this notice are a matter of public record. Before including your address, phone number, email address, or other personal identifying information in your comment, you should be aware that your entire comment, including your personal identifying information, may be made publicly available at any time. While you can ask OMB in your comment to withhold your personal identifying information from public review, we cannot guarantee that it will be done.

Dated: January 11, 2017.

Tina A. Campbell,

Chief, Division of Policy and Directives Management, U.S. Fish and Wildlife Service.

[FR Doc. 2017–00960 Filed 1–17–17; 8:45 am]

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DEPARTMENT OF THE INTERIOR

Fish and Wildlife Service

[FWS–R6–R–2016–N221];
[FXRS1261060000–178–FF06R00000]

Notice of Intent To Prepare a Comprehensive Conservation Plan for the National Bison Range, Moiese, Montana

AGENCY: Fish and Wildlife Service, Interior.

ACTION: Notice of intent; request for comments.

SUMMARY: We, the U.S. Fish and Wildlife Service (Service), intend to gather information necessary to prepare a draft Comprehensive Conservation Plan (CCP) for the National Bison Range (NBR), a unit of the National Wildlife Refuge System. We are furnishing this notice in compliance with Service Refuge Planning policy to advise other agencies and the public of our intentions, and to obtain suggestions and information on the scope of issues to be considered in the planning process. Participation in the planning process will be encouraged and facilitated by various means, including news releases and public meetings. Notification of all such meetings will be announced in the local press and on the NBR Web site.

DATES: To ensure consideration, written comments must be received or postmarked on or before February 17, 2017.

ADDRESSES: If you wish to comment on the scope of the CCP/EIS, you may submit your comments by the following method: You may mail or hand-deliver comments to Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228.

FOR FURTHER INFORMATION CONTACT: Toni Griffin, Refuge Planner, NBR CCP, 134 Union Boulevard, Lakewood, CO 80228, or by telephone (303) 236–4378.

SUPPLEMENTARY INFORMATION:

Introduction

With this notice, we initiate our process for developing a CCP for the National Bison Range, with headquarters in Moiese, MT. The notice complies with our CCP policy to (1) advise other Federal and State agencies,

Tribes, and the public of our intention to conduct planning on this refuge complex and (2) to obtain suggestions and information on the scope of additional issues to consider during development of the CCP. Through the CCP, the Service intends to evaluate both how NBR is managed and who manages it.

Background

The CCP Process

The National Wildlife Refuge System Administration Act of 1966, (Administration Act), as amended by the National Wildlife Refuge System Improvement Act of 1997 (16 U.S.C. 668dd–668ee), requires us to develop a CCP for each national wildlife refuge. The purpose of a CCP is to provide refuge managers with a 15-year strategy for achieving refuge purposes and contributing toward the mission of the National Wildlife Refuge System (NWRS), consistent with sound principles of fish and wildlife management, conservation, legal mandates, and Service policies. In addition to outlining broad management direction on conserving wildlife and their habitats, CCPs identify wildlife-dependent recreational opportunities available to the public, including opportunities for hunting, fishing, wildlife observation and photography, and environmental education and interpretation. We will review and update the CCP at least every 15 years in accordance with the Administration Act.

Each unit of the NWRS was established for specific purposes. We use these purposes as the foundation for developing and prioritizing the management goals and objectives for each refuge within the NWRS mission, and to determine how the public can use each refuge. The planning process is a way for us and the public to evaluate management goals and objectives that will ensure the best possible approach to wildlife, plant, and habitat conservation, while providing for wildlife-dependent recreation opportunities that are compatible with each refuge's establishing purposes and the mission of the NWRS.

We will conduct environmental review pursuant to the provisions of the National Environmental Policy Act of 1969 (42 U.S.C 4321 *et seq.*), by preparing an environmental impact statement (EIS). The Service intends to invite the Confederated Salish and Kootenai Tribes (CSKT) to participate as a cooperating agency as provided by 40 CFR 1508.5.

The Service will prepare a CCP and EIS which will describe management of the NBR over the next 15 years. To facilitate sound planning and environmental assessment, the Service intends to gather information necessary for the preparation of the CCP/EIS and obtain suggestions and information from other agencies and the public on the scope of issues to be addressed in the CCP/EIS. The Service will separately consider CCPs for Pablo, Ninepipe, and Lost Trail National Wildlife Refuges, and the Northwest Montana Lake County Wetland Management District and the waterfowl production areas therein, which are also part of the National Bison Range Complex. The Service will publish a notice of intent to prepare these CCPs at a later date.

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Dated: December 20, 2016.

Noreen Walsh,

Regional Director, U.S. Fish and Wildlife Service, Denver, Colorado.

[FR Doc. 2017–00808 Filed 1–17–17; 8:45 am]

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