

(b) (5)

From: Paula Dinerstein [mailto:pdinerstein@peer.org]
Sent: Wednesday, December 14, 2016 12:56 PM
To: Nesbitt, Tanya (ENRD) <TNesbitt@ENRD.USDOJ.GOV>
Subject: RE: Reneau et al. v. USFWS- Dismissal of Case

Hi Tanya.

My first question would be whether you are proposing to settle just count 2 regarding the CCP, or the entire case, and if so, what do you propose to settle count 1 on the EIS for the legislative proposal?

I would also have questions on the details if it is only count 2. Do you want to make a formal proposal, or should we have a call to discuss?

Paula Dinerstein

Public Employees for Environmental Responsibility

962 Wayne Ave., Suite 610

Silver Spring MD 20910

202-265-7337 (phone)

202-265-4192 (fax)

pdinerstein@peer.org

www.peer.org

From: Nesbitt, Tanya (ENRD) [mailto:Tanya.Nesbitt2@usdoj.gov]
Sent: Tuesday, December 13, 2016 2:08 PM
To: Paula Dinerstein <pdinerstein@peer.org>
Subject: Reneau et al. v. USFWS- Dismissal of Case

Hi Paula,

FWS has authorized me to share that it is preparing a Federal Register Notice and will complete a CCP and an EIS on the National Bison Range in Moiese, Montana. In light of the agency's course of action, would it be possible to work out a dismissal of this case with Plaintiffs? I know you will need some time to consider this, talk to your clients

and respond. I will be on holiday leave and out of the office from December 21st-28th.

I hope we can work together to reach a resolution that disposes of the litigation.

Thanks.



Tanya C. Nesbitt | Trial Attorney | U.S. Department of Justice |
Environment & Natural Resources Division | Natural Resources
Section | Ph: (202) 305-0457 | Fax: (202) 305-0506 | **U.S. MAIL:** P.O.
Box 7611 | Washington D.C. 20044 | **OVERNIGHT:** 601 D Street NW |
Washington D.C. 20004

This message may contain privileged and confidential information, such as attorney work-product or attorney-client communications, and is intended solely for the recipient indicated above. If you have received this message in error, please delete it and notify the sender immediately. Thank you.

--

Lori Caramanian

U.S. Department of the Interior

Office of the Solicitor, Rocky Mountain Region

755 Parfet St, Suite 151

Lakewood, CO 80215

303-445-0604

--

Lori Caramanian

U.S. Department of the Interior
Office of the Solicitor, Rocky Mountain Region
755 Parfet St, Suite 151
Lakewood, CO 80215
303-445-0604

From: [Will Meeks](#)
To: [Salem, Brian](#)
Subject: Attorney-client privilege work product- NOI Document
Date: Wednesday, December 14, 2016 3:25:23 PM

Brian,

We are good to go. I'm sure Lori would sign. Can you forward the materials to her? Add "Attorney-client privilege work product" in the subject.

Noreen is fine with an acting signing. She just wanted the "per the CCP" statement removed.

I can surname via email and move it on after Anna signs as acting.

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)

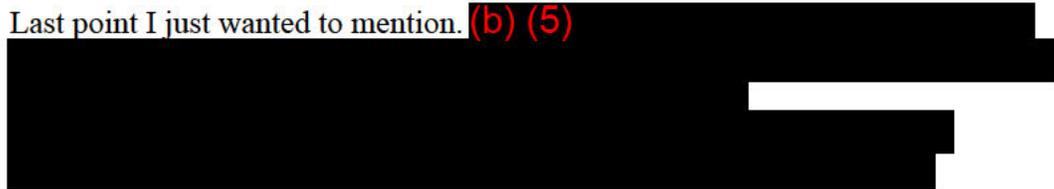
On Dec 13, 2016, at 4:31 PM, Salem, Brian <brian_salem@fws.gov> wrote:

Hi Will,

Attached, are all of the documents we will need for our DTS package. I have created the DTS (#FR00002805). All HQ will have to do is print the documents and create a hardcopy. Our next step is to have you surname, and then Noreen surname/sign. Do you have any thoughts on if we should seek her approval/surname via email and have Anna sign, or wait for her to return Monday? Just my thought, given that it is the holiday season and the amount of folks that need to review/surname, the faster headquarters receives the package (including original signature pages), the better,

Also, PPM requires a SOL surname, would Lori be willing to surname the front page of our draft NOI?

Last point I just wanted to mention. (b) (5)



I have everything ready to go and will wait for your direction. 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

<Briefing_Paper_NBR_NOI_for Director_BMS121316.docx>

<Letter to OFR_BMS121316doc.doc>

<NBR_FR_CoverSheet_BMS121316.docx>

<NOTE TO REVIEWERS_NBR_NOI_BMS121316.docx>

<NBR draft NOI--revised attorney client privileged work
product_BMS121316.doc>



Mize, Aaron <aaron_mize@fws.gov>

FW: Letter mailed today--request for legal advice/attorney client privileged

7 messages

Bernie Petersen <bernie_petersen@fws.gov>
To: Aaron Mize <aaron_mize@fws.gov>

Mon, Jan 30, 2017 at 6:17 PM

Are you available to discuss tomorrow afternoon?

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: Will Meeks [mailto:will_meeks@fws.gov]
Sent: Monday, January 30, 2017 4:11 PM
To: Bernie Petersen
Subject: Fwd: Letter mailed today--request for legal advice/attorney client privileged

Can you see what Aaron thinks?

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: "Caramanian, Lori" <lori.caramanian@sol.doi.gov>
Date: January 30, 2017 at 10:14:51 AM MST
To: Will Meeks <will_meeks@fws.gov>
Subject: Re: Letter mailed today--request for legal advice/attorney client privileged

(b) (5)

On Thu, Jan 26, 2017 at 6:03 PM, Will Meeks <will_meeks@fws.gov> wrote:

FYI (b) (5)

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: William Reffalt <w.c.reffalt@comcast.net>

Date: January 26, 2017 at 1:07:22 PM MST

To: <Noreen_Walsh@fws.gov>

Cc: <Will_Meeks@fws.gov>

Subject: Letter mailed today

Noreen (and Will): Advance notice: today I mailed this formal request for information. This is to provide you lead-time for considering the issues and alternatives. Thanks for your consideration.

Bill Reffalt

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.

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,

William C. Reffalt, Vice President

Blue Goose Alliance

--

Lori Caramanian

U.S. Department of the Interior

Office of the Solicitor, Rocky Mountain Region

755 Parfet St, Suite 151

Lakewood, CO 80215

303-445-0604

Aaron Mize <aaron_mize@fws.gov>
To: Bernie Petersen <bernie_petersen@fws.gov>

Tue, Jan 31, 2017 at 8:53 AM

I'm in today Bernie, lets talk this afternoon.

Sent from my iPad

[Quoted text hidden]

Bernie Petersen <bernie_petersen@fws.gov>
To: Aaron Mize <aaron_mize@fws.gov>

Tue, Jan 31, 2017 at 9:29 AM

I am pretty booked but will try to call – Will is just wondering if this is going to have effect on the NOI for Bison Range and if we should just plan to reopen.

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: Aaron Mize [mailto:aaron_mize@fws.gov]

Sent: Tuesday, January 31, 2017 6:53 AM

To: Bernie Petersen

[Quoted text hidden]

[Quoted text hidden]

Mize, Aaron <aaron_mize@fws.gov>
To: Matthew Huggler <Matthew_Huggler@fws.gov>

Tue, Jan 31, 2017 at 9:43 AM

[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

Huggler, Matthew <matthew_huggler@fws.gov>
To: "Mize, Aaron" <aaron_mize@fws.gov>

Tue, Jan 31, 2017 at 9:49 AM

Aaron,

On these types of inquiries regarding the EOs we are basically saying, "We are examining each of the President's Executive Orders as they are announced and cannot speculate on their impact at this time."

The truth of the matter is, until we get additional guidance from DOI it is hard for us to address specific issues like this. My advice is to defer until we know more about how the new Secretary wants to implement the EOs.

- Matt

Matthew C. Huggler
Deputy Assistant Director - External Affairs
U.S. Fish and Wildlife Service Headquarters, MS: EA
5275 Leesburg Pike
Falls Church, VA 22041-3803
(703) 358-2243 (office)
(202) 460-8402 (cell)

[Quoted text hidden]

Mize, Aaron <aaron_mize@fws.gov>
To: "Huggler, Matthew" <matthew_huggler@fws.gov>

Tue, Jan 31, 2017 at 9:51 AM

perfect, thank you!

[Quoted text hidden]

Mize, Aaron <aaron_mize@fws.gov>
To: Bernie Petersen <bernie_petersen@fws.gov>

Tue, Jan 31, 2017 at 9:56 AM

Bernie,

As discussed, we are examining each of the President's Executive Orders as they are announced and cannot speculate on their impact at this time.

The truth of the matter is, until we get additional guidance from DOI it is hard for us to address specific issues around federal register and regulatory questions. My advice is to defer until we know more about how the new Secretary wants to implement the EOs.

I'll keep you posted as we learn more.

[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

From: [Will Meeks](#)
To: [Salem, Brian](#)
Subject: Re: Attorney-client privilege work product- NOI Document
Date: Wednesday, December 14, 2016 4:34:00 PM

Let me work with Gina. I'll have to be vague.

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 14, 2016, at 4:30 PM, Salem, Brian <brian_salem@fws.gov> wrote:

Sounds good, Will. Should have this moving tomorrow, just want our PPM folks to give their thumbs up before I have Anna sign.

Who would I go to to get a cost structure for the rule?

On Wed, Dec 14, 2016 at 3:25 PM, Will Meeks <will_meeks@fws.gov> wrote:

Brian,

We are good to go. I'm sure Lori would sign. Can you forward the materials to her? Add "Attorney-client privilege work product" in the subject.

Noreen is fine with an acting signing. She just wanted the "per the CCP" statement removed.

I can surname via email and move it on after Anna signs as acting.

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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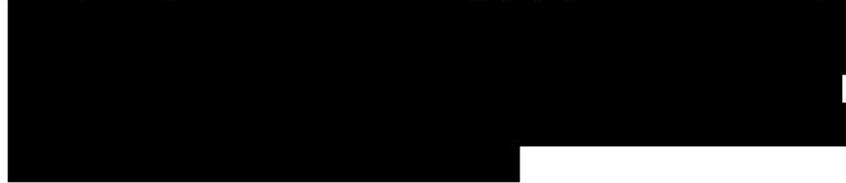
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Also, PPM requires a SOL surname, would Lori be willing to surname the front page of our draft NOI?

Last point I just wanted to mention. (b) (5)



I have everything ready to go and will wait for your direction.
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

<Briefing_Paper_NBR_NOI_for Director_BMS121316.docx>

<Letter to OFR_BMS121316doc.doc>

<NBR_FR_CoverSheet_BMS121316.docx>

<NOTE TO REVIEWERS_NBR_NOI_BMS121316.docx>

<NBR draft NOI--revised attorney client privileged work product_BMS121316.doc>

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

FW: Replay of Refuges Realignment Call from Thursday, November 3, 2016

Attachments:

/22. FW: Replay of Refuges Realignment Call from Thursday, November 3, 2016/2.1 R6_StaffingFramework_Version 2.pdf

Ryan Moehring <ryan_moehring@fws.gov>

From: Ryan Moehring <ryan_moehring@fws.gov>
Sent: Fri Nov 04 2016 11:28:31 GMT-0600 (MDT)
To: FW6 RO EA <fw6_ro_ea@fws.gov>
Subject: FW: Replay of Refuges Realignment Call from Thursday, November 3, 2016

For those of you interested in learning about Refuge's realignment, please see the information below or feel free to stop by my office.

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

From: Matten, Betsy [mailto:betsy_matten@fws.gov]
Sent: Friday, November 04, 2016 10:55 AM
To: FW6 Refuge Employees
Subject: Replay of Refuges Realignment Call from Thursday, November 3, 2016

If you missed the Refuges Realignment call yesterday, you can listen to it at the following toll free number: (b) (5). It lasts for four hours. Also, there's approximately two minutes of silence before Will begins to speak, so just wait and the call will eventually begin.

This notice didn't give me the length of time the recording will be available, but in the past it's been available for two weeks, so don't wait too long to listen to the recording.
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

Ryan Moehring <ryan_moehring@fws.gov>

From: Ryan Moehring <ryan_moehring@fws.gov>
Sent: Fri Nov 04 2016 11:36:19 GMT-0600 (MDT)
To: FW6 RO EA <fw6_ro_ea@fws.gov>
Subject: RE: Replay of Refuges Realignment Call from Thursday, November 3, 2016
Attachments: R6_StaffingFramework_Version 2.pdf

I forgot to share the realignment framework, which is now attached!

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

From: Ryan Moehring [mailto:ryan_moehring@fws.gov]
Sent: Friday, November 04, 2016 11:29 AM
To: FW6 RO EA
Subject: FW: Replay of Refuges Realignment Call from Thursday, November 3, 2016

For those of you interested in learning about Refuge's realignment, please see the information below or feel free to stop by my office.

Thanks,
Ryan

Ryan Moehring
Public Affairs
U.S. Fish and Wildlife Service
Mountain-Prairie Region
303-236-0345

From: Matten, Betsy [mailto:betsy_matten@fws.gov]
Sent: Friday, November 04, 2016 10:55 AM
To: FW6 Refuge Employees
Subject: Replay of Refuges Realignment Call from Thursday, November 3, 2016

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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

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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 Database / Outreach Coordinator - PFW 90

 Decision Support Coordinator 90

 Deputy Assistant Regional Director (DARD)..... 90

 Deputy Project Leader 90

 Deputy Refuge Supervisor (Easement)..... 90

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 Division Deputy Chief 91

 Division Chief..... 91

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Maintenance Mechanic 94

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Regional Fuels Coordinator 97

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Travel Specialist..... 100

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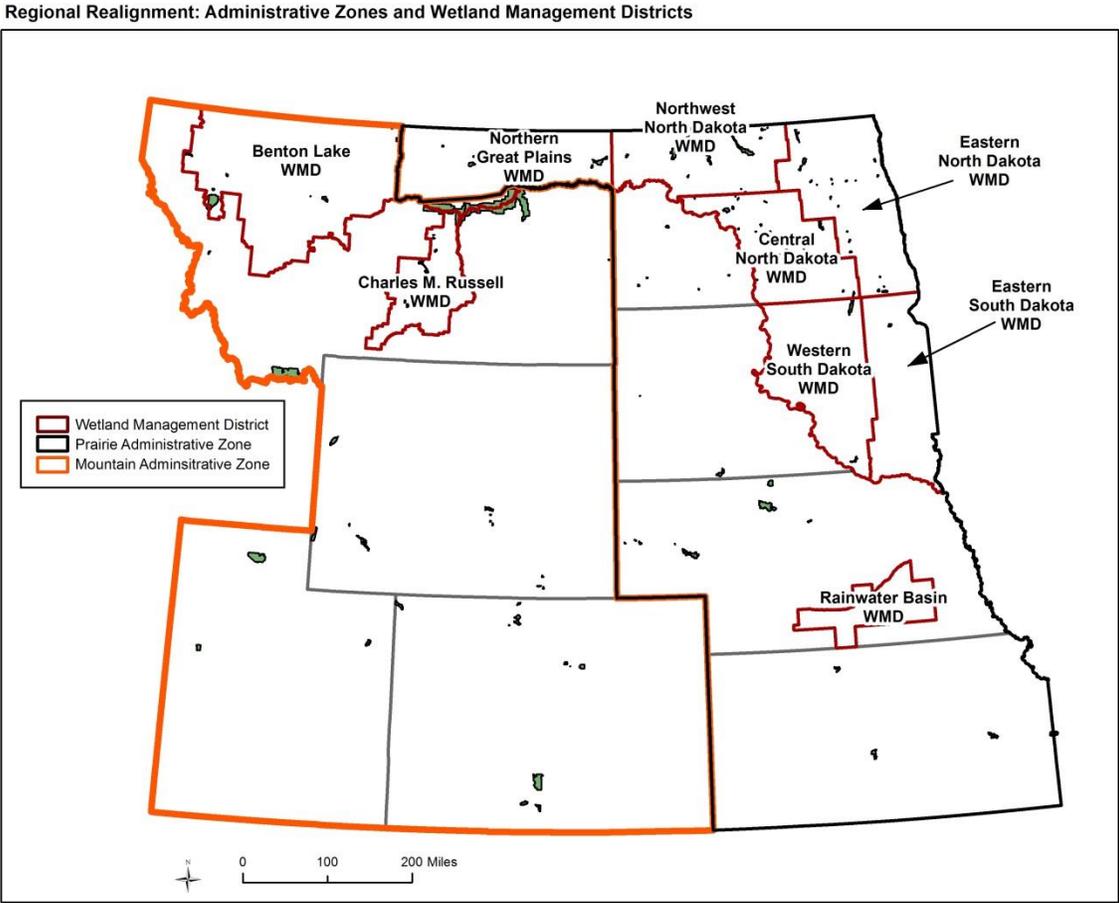
Staffing Structure

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. 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

- 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

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**



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

- 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

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).

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

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
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.



Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:05 PM

Conversation Contents

Re: A bit more info: National Bison Range

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

From: "Kodis, Martin" <martin_kodis@fws.gov>
Sent: Fri Feb 05 2016 18:05:39 GMT-0700 (MST)
To: "DiLuccia, Janelle (Tester)"
<Janelle_DiLuccia@tester.senate.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: A bit more info: National Bison Range

Thanks, please feel free to reach out to me and/or Roya Mogadam on my staff. Most of the time, Roya is faster to respond! I've copied her here.

Marty

On Fri, Feb 5, 2016 at 8:03 PM, DiLuccia, Janelle (Tester)

<Janelle_DiLuccia@tester.senate.gov> wrote:

Thanks, Marty. I appreciate this additional context. I'll loop in Sen. Tester's Indian Affairs Committee staffer, Sierra Howlett, and we will let you know about questions as we have them. I imagine a briefing next week at least at the staff level, would be greatly appreciated.

Best,

Janelle

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Kodis, Martin
Sent: Friday, February 5, 2016 7:51 PM
To: DiLuccia, Janelle (Tester)
Subject: A bit more info: National Bison Range

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Date: Fri, Feb 5, 2016 at 7:37 PM
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Chief
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Martin Kodis
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"Kodis, Martin" <martin_kodis@fws.gov>

From: "Kodis, Martin" <martin_kodis@fws.gov>
Sent: Fri Feb 05 2016 18:17:03 GMT-0700 (MST)
To: casey.badmington@mail.house.gov
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: A bit more info: National Bison Range

Casey,

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Sat Feb 06 2016 09:45:45 GMT-0700 (MST)
To: "Kodis, Martin" <martin_kodis@fws.gov>
CC: "DiLuccia, Janelle (Tester)"
<Janelle_DiLuccia@tester.senate.gov>
Subject: Re: A bit more info: National Bison Range

Have a great weekend Janelle, and again, if you need anything please do not hesitate to reach out. My cell is (b) (6)

-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
703-358-2128

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Sat Feb 06 2016 09:47:04 GMT-0700 (MST)
To: "Kodis, Martin" <martin_kodis@fws.gov>
"Badmington, Casey"
CC: <casey.badmington@mail.house.gov>, "Sebring, Meridith"
<meridith.sebring@mail.house.gov>
Subject: Re: A bit more info: National Bison Range

Morning Casey-

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"Badmington, Casey" <Casey.Badmington@mail.house.gov>

From: "Badmington, Casey"
<Casey.Badmington@mail.house.gov>
Sent: Mon Feb 08 2016 08:02:58 GMT-0700 (MST)
"Mogadam, Roya" <roya_mogadam@fws.gov>, "Kodis,

To: Martin" <martin_kodis@fws.gov>
Subject: RE: A bit more info: National Bison Range

Thanks all. I'll let Meridith take over from here.

Best,
casey

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Saturday, February 06, 2016 11:47 AM
To: Kodis, Martin
Cc: Badmington, Casey; Sebring, Meridith
Subject: Re: A bit more info: National Bison Range

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"Sebring, Meridith" <Meridith.Sebring@mail.house.gov>

From: "Sebring, Meridith" <Meridith.Sebring@mail.house.gov>
Sent: Mon Feb 08 2016 08:52:54 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: RE: A bit more info: National Bison Range

Hi Roya and Matt,

It would be helpful to me to chat about this at some point today or tomorrow. I'm free after 2pm today if that works for you.

Meridith Sebring
Brookings Fellow
Office of Rep. Mike Thompson
231 Cannon House Office Building
Washington, DC 20515
202-226-7373

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Sent: Saturday, February 06, 2016 11:47 AM
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<chief_national_wildlife_refuge_system@fws.gov>
Date: Fri, Feb 5, 2016 at 7:37 PM
Subject: National Bison Range
To:

Today the U.S. Fish and Wildlife Service began discussions with Indian Affairs and the Confederated Salish and Kootenai Tribes (CSKT) about the potential for the Service to support legislation that 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. While the transfer will require Congressional approval, the decision to move forward was not made lightly.

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The expertise, creativity and dedication of Service employees are limitless. I thank you for all you do on behalf of wildlife conservation and the American people.

Cynthia Martinez
Chief
National Wildlife Refuge System

--

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

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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

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Feb 08 2016 09:24:24 GMT-0700 (MST)
To: "Sebring, Meridith" <Meridith.Sebring@mail.house.gov>
CC: "martin_kodis@fws.gov" <martin_kodis@fws.gov>
Subject: Re: A bit more info: National Bison Range

Hi Meridith-

I can talk at 2:00 what is the best number to call you?

-Roya

On Mon, Feb 8, 2016 at 10:52 AM, Sebring, Meridith <Meridith.Sebring@mail.house.gov> wrote:

Hi Roya and Matt,

It would be helpful to me to chat about this at some point today or tomorrow. I'm free after 2pm today if that works for you.

Meridith Sebring
Brookings Fellow
Office of Rep. Mike Thompson
231 Cannon House Office Building
Washington, DC 20515
202-226-7373

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Saturday, February 06, 2016 11:47 AM
To: Kodis, Martin
Cc: Badmington, Casey; Sebring, Meridith
Subject: Re: A bit more info: National Bison Range

Morning Casey-

I am also looping in Meridith. If either of you need anything this weekend, please give me a call at (b) (6).

Hope you both have a great weekend.
-Roya

On Fri, Feb 5, 2016 at 8:17 PM, Kodis, Martin <martin_kodis@fws.gov> wrote:
Casey,

In addition to the short note I sent you earlier, please see the below note to staff of the Refuge System employees, which provides a bit more depth.

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We'll send identical information to the offices of the other co-chairs (Wittman, LoBiondo, and Kind).

Thanks,

Marty

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"Sebring, Meridith" <Meridith.Sebring@mail.house.gov>

From: "Sebring, Meridith" <Meridith.Sebring@mail.house.gov>
Sent: Mon Feb 08 2016 09:30:04 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: RE: A bit more info: National Bison Range

Feel free to use my direct number listed below. May be best to call at 2:10, since I realized my meeting until 2 is in another building. Thanks so much – talk to you soon.

Meridith Sebring
Brookings Fellow
Office of Rep. Mike Thompson
231 Cannon House Office Building
Washington, DC 20515
202-226-7373

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Monday, February 08, 2016 11:24 AM

To: Sebring, Meridith
Cc: martin_kodis@fws.gov
Subject: Re: A bit more info: National Bison Range

Hi Meridith-

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-Roya

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Martin Kodis <martin_kodis@fws.gov>

From: Martin Kodis <martin_kodis@fws.gov>
Sent: Wed Feb 10 2016 14:04:59 GMT-0700 (MST)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
CC: Roya Mogadam <roya_mogadam@fws.gov>
Subject: Re: A bit more info: National Bison Range

Will do. Roya will work that out for you, probably with Chief Martinez.

Marty

Sent from my iPhone

On Feb 10, 2016, at 3:58 PM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:

Sorry for the slow response. Yes, let's get a briefing set up on this soon.

Thanks,

Matt

From: Kodis, Martin [mailto:martin_kodis@fws.gov]
Sent: Friday, February 05, 2016 8:23 PM
To: Strickler, Matt
Subject: A bit more info: National Bison Range

Matt,

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703-358-2245 fax

"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Wed Feb 10 2016 14:06:08 GMT-0700 (MST)
To: "'Martin Kodis'" <martin_kodis@fws.gov>
Subject: RE: A bit more info: National Bison Range

Many thanks.

From: Martin Kodis [mailto:martin_kodis@fws.gov]
Sent: Wednesday, February 10, 2016 4:05 PM
To: Strickler, Matt
Cc: Roya Mogadam
Subject: Re: A bit more info: National Bison Range

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Feb 11 2016 05:53:49 GMT-0700 (MST)
To: Martin Kodis <martin_kodis@fws.gov>
CC: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Subject: Re: A bit more info: National Bison Range

Hi Matt-

Cynthia has been in a meeting all week so we are taking a look at her schedule today to get some potential times together for next week or the week after.

-Roya

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"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Thu Feb 11 2016 06:00:51 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>, Martin Kodis <martin_kodis@fws.gov>

Subject: RE: A bit more info: National Bison Range

Sounds good, thanks.

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

Sent: Thursday, February 11, 2016 7:54 AM

To: Martin Kodis

Cc: Strickler, Matt

Subject: Re: A bit more info: National Bison Range

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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Fri Feb 12 2016 06:25:49 GMT-0700 (MST)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
CC: Martin Kodis <martin_kodis@fws.gov>
Subject: Re: A bit more info: National Bison Range

Hi Matt-

Thanks for your patience as we pulled together some possible times for a meeting on National Bison Range. Would you be available on Tuesday at 2:30?

-Roya

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We're happy to discuss tonight or over the weekend, and we would be happy to meet with you in person for a briefing if desired.

Thanks,

Marty

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

From: National Wildlife Refuge System, Chief
<chief_national_wildlife_refuge_system@fws.gov>
Date: Fri, Feb 5, 2016 at 7:37 PM
Subject: National Bison Range
To:

Today the U.S. Fish and Wildlife Service began discussions with Indian Affairs and the Confederated Salish and Kootenai Tribes (CSKT) about the potential for the Service to support legislation that 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. While the transfer will require Congressional approval, the decision to move forward was not made lightly.

The National Bison Range was established by President Theodore Roosevelt in 1908 within the boundaries of the Flathead Indian Reservation, home of the CSKT. It was established for a defined purpose: to prevent the extinction of bison. We have been hugely successful in meeting that mission. The Bison Range's conservation legacy will live on and we have confidence that the CSKT will maintain the high conservation standards that we established at the Bison Range. It is time for the Service to focus our efforts on landscape-scale conservation.

I want you to know that every employee at the Bison Range will be taken care of. Employment options and opportunities are being discussed. Anyone who knows the history of the Bison Range knows that our employees have worked and lived with uncertainty regarding the Bison Range for many years now.

I know that many of you will have varying thoughts, opinions and questions. This decision was not made lightly and does not represent a new direction for the Refuge System. Rather, it is a response to a specific set of circumstances in a specific location at a specific point in time.

Since 1999, the Service has established more than 40 new national wildlife refuges and national conservation areas. Service employees are justifiably proud of hitting new conservation milestones year after year. And we will continue to do so. We have a vibrant and strong National Wildlife Refuge System and we will continue to conserve and manage these wild lands and wild places for wildlife and future generations.

The expertise, creativity and dedication of Service employees are limitless. I thank you for all you do on behalf of wildlife conservation and the American people.

Cynthia Martinez
Chief
National Wildlife Refuge System

--

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

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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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"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Fri Feb 12 2016 06:32:07 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject: RE: A bit more info: National Bison Range

Perfect, thank you!

Any update for me on Malheur costs?

Matt

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Friday, February 12, 2016 8:26 AM
To: Strickler, Matt
Cc: Martin Kodis
Subject: Re: A bit more info: National Bison Range

Hi Matt-

Thanks for your patience as we pulled together some possible times for a meeting on National Bison Range. Would you be available on Tuesday at 2:30?

-Roya

On Thu, Feb 11, 2016 at 8:00 AM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:
Sounds good, thanks.

From: Mogadam, Roya [mailto:roya_mogadam@fws.gov]
Sent: Thursday, February 11, 2016 7:54 AM
To: Martin Kodis
Cc: Strickler, Matt
Subject: Re: A bit more info: National Bison Range

Hi Matt-

Cynthia has been in a meeting all week so we are taking a look at her schedule today to get some potential times together for next week or the week after.

-Roya

On Wed, Feb 10, 2016 at 4:04 PM, Martin Kodis <martin_kodis@fws.gov> wrote:
Will do. Roya will work that out for you, probably with Chief Martinez.

Marty

Sent from my iPhone

On Feb 10, 2016, at 3:58 PM, Strickler, Matt <Matt.Strickler@mail.house.gov> wrote:

Sorry for the slow response. Yes, let's get a briefing set up on this soon.

Thanks,

Matt

From: Kodis, Martin [mailto:martin_kodis@fws.gov]
Sent: Friday, February 05, 2016 8:23 PM
To: Strickler, Matt
Subject: A bit more info: National Bison Range

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Nov 28 2016 13:49:43 GMT-0700 (MST)
To: "Salem, Brian" <brian_salem@fws.gov>
Subject: Fwd: A bit more info: National Bison Range

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Thu, Feb 11, 2016 at 5:53 AM
Subject: Re: A bit more info: National Bison Range
To: Martin Kodis <martin_kodis@fws.gov>
Cc: "Strickler, Matt" <Matt.Strickler@mail.house.gov>

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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

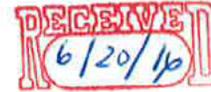
Roya_Mogadam@fws.gov
(303) 236-4572

AO 440 (Rev. 06/12) Summons in a Civil Action

UNITED STATES DISTRICT COURT

for the

District of Columbia



Susan Reneau, Robert Fields, Marvin Kaschke,
Joseph Mazzoni, Jon Malcolm, Delbert Palmer,
Marvin Plenert, Don Redfeam, William Reffalt, David
Wiseman, and PEER

Plaintiff(s)

v.

United States Fish and Wildlife Service, and Dan Ashe

Defendant(s)

Civil Action No. 16-cv-966 (TSC)

SUMMONS IN A CIVIL ACTION

To: (Defendant's name and address) Dan Ashe
1849 C Street NW, Room 3331
Washington, D.C. 20240

A lawsuit has been filed against you.

Within 21 days after service of this summons on you (not counting the day you received it) — or 60 days if you are the United States or a United States agency, or an officer or employee of the United States described in Fed. R. Civ. P. 12 (a)(2) or (3) — you must serve on the plaintiff an answer to the attached complaint or a motion under Rule 12 of the Federal Rules of Civil Procedure. The answer or motion must be served on the plaintiff or plaintiff's attorney, whose name and address are:

Paula Dinerstein
Public Employees for Environmental Responsibility (PEER)
962 Wayne Avenue, Suite 610
Silver Spring, MD 20910

If you fail to respond, judgment by default will be entered against you for the relief demanded in the complaint. You also must file your answer or motion with the court.



CLERK OF COURT

Date: 5/23/2016

/s/ Sherryl Horn

Signature of Clerk or Deputy Clerk

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA**

SUSAN RENEAU)
5425 Skyway Drive,)
Missoula, Montana 59804,)

ROBERT FIELDS)
1030 NW 176th Ave,)
Beaverton, Oregon 97006,)

MARVIN KASCHKE)
37488 Kerr Dam Rd.)
Polson, Montana 59860)

JOSEPH MAZZONI)
15069 Robles Grandes Dr.)
Rancho Murieta, California 95683,)

JON MALCOLM)
19605 S. Cheney Spangle Rd.)
Cheney, Washington 99004)

DELBERT PALMER)
54632 Hwy 212,)
Charlo, Montana 59824,)

MARVIN PLENERT)
20500 South Tranquility Ln,)
Oregon City, Oregon 97045,)

DON REDFEARN)
111 San Lucas,)
Belen, New Mexico 87002)

WILLIAM REFFALT)
1050 Matador Dr. SE)
Albuquerque, New Mexico 87123,)

DAVID WISEMAN)
19272 Stone Gate Dr.)
Morrison, Colorado 80465,)

and)

Case No: 16-cv-966

COMPLAINT FOR DECLARATORY
AND INJUNCTIVE RELIEF

May 23, 2016

PUBLIC EMPLOYEES FOR)
 ENVIRONMENTAL RESPONSIBILITY,)
 962 Wayne Ave., Suite 610)
 Silver Spring, Maryland 20910)
)
Plaintiffs,)
)
 vs.)
)
 UNITED STATES FISH AND WILDLIFE)
 SERVICE, an administrative agency of the)
 United States Department of the Interior,)
 1849 C Street NW, Room 3331)
 Washington, DC 20240)
)
 and)
)
 DAN ASHE, Director, United States Fish and)
 Wildlife Service, in his Official Capacity,)
 1849 C Street NW, Room 3331)
 Washington, DC 20240)
)
Defendants,)
 _____)

COMPLAINT

Plaintiffs Susan Reneau, Robert Fields, Marvin Kaschke, Joseph Mazzoni, Jon Malcolm, Delbert Palmer, Marvin Plenert, Don Redfearn, William Reffalt, and David Wiseman, on their own behalf; and Public Employees for Environmental Responsibility (PEER) on behalf of itself and its members, allege as follows:

NATURE OF ACTION

1. This action concerns Defendants' actions in the management and operation of the National Bison Range (NBR) within the National Wildlife Refuge System (NWRS) by the U.S. Fish and Wildlife Service (FWS or "the Agency"). Specifically, the Defendants have announced a legislative proposal to transfer the NBR out of the NWRS and into a trust held by the United States for the benefit of the Confederated Salish/Kootenai Tribes (CSKT) without adequate

review under the National Environmental Policy Act (NEPA). Further, Defendants have failed to develop a Comprehensive Conservation Plan (CCP) for the NBR in violation of the Refuge Act and the National Wildlife Refuge System Improvement Act.

2. Plaintiffs seek a declaration that Defendants are violating NEPA, the Refuge Act, the National Wildlife Refuge System Improvement Act, and the Administrative Procedure Act (APA).

3. Plaintiffs also seek injunctive relief directing Defendants to develop and complete a CCP for the NBR as soon as practicable.

4. Plaintiffs further seek injunctive relief preventing Defendants from submitting FWS's legislative proposal to Congress and ordering Defendants to take no further action to sponsor, advocate for, or promote the legislation until Defendants satisfactorily fulfill their statutory obligation under NEPA to produce an Environmental Impact Statement (EIS) concerning the transfer of the NBR out of the NWRS and into a United States-held trust for the benefit of the CSKT.

5. Plaintiffs also seek an award of attorneys' fees and expenses, and such other relief as the Court deems appropriate.

JURISDICTION AND VENUE

6. This Court has jurisdiction over this action pursuant to 28 U.S.C. § 1331 (federal question) and 28 U.S.C. § 2201 (declaratory judgment).

7. Venue in this court is proper under 28 U.S.C. § 1391(e). Defendants, having authority over the actions or inactions alleged herein, have offices located in this judicial district.

PARTIES AND STANDING

8. Plaintiff SUSAN RENEAU, along with being a member of PEER, is a book author and magazine columnist who has written about wildlife conservation and big-game

hunting since 1977. Ms. Reneau visits the NBR three or four times a year to take photos of wildlife and to drive the dirt roads to watch wildlife. She plans on continuing to do so for the foreseeable future, including a visit this coming July. Over the course of a year, Ms. Reneau volunteers hundreds of hours on various aspects of saving the NBR, hosting public hearings, submitting comments to FWS, and travelling the country to meet with groups about the NBR. Ms. Reneau has written books and articles about the NBR and wildlife in the NBR. FWS's violations harm Ms. Reneau's professional, aesthetic, and recreational interests in visiting the NBR, as the absence of a CCP results in a diminished ability of FWS to effectively manage the NBR and the NEPA violation results in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review. Both these violations interfere with Ms. Reneau's ability to write about wildlife conservation and to see bison and other wildlife in a natural setting.

9. Plaintiff ROBERT FIELDS is a retired FWS Regional Refuge Supervisor, and PEER member, whose career working for the National Wildlife Refuge System spanned from June 1958 to January 1995; a total of 37 years. Mr. Fields served as a Refuge Manager Trainee at the National Bison Range from February 1962 to November 1963 before subsequently managing the Fort Niobrara National Wildlife Refuge, the J. Clark Salyer Refuge, and the Klamath Basin Refuges, and ultimately retiring after acting as the Regional Refuge Supervisor for California and Nevada. In retirement Mr. Fields volunteers with the Blue Goose Alliance and serves on the Board of Directors of the Friends of Midway Atoll. Mr. Fields last visited the National Bison Range in 2003 and plans on visiting the NBR in the summer of 2017. FWS's violation of NEPA and FWS's failure to draft a CCP harms Mr. Fields' interest in a well-managed refuge in which to visit and enjoy wildlife, because the absence of a CCP diminishes the FWS's ability to

properly manage the NBR and the NEPA violation results in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review.

10. Plaintiff MARVIN KASCHKE, a member of PEER, was the Refuge manager at the National Bison Range from 1968 to 1977 as well as the Assistant Manager at the Charles M Russell Refuge from 1960 to 1968 and the Refuge Manager at Sheldon Hart Mountain Refuge from 1977 to 1988. Mr. Kaschke last visited the National Bison Range in 2015 with friends and plans on visiting the NBR in the future. FWS's violations harm Mr. Kaschke's interests in visiting and enjoying the wildlife located on the NBR, because the absence of a CCP diminishes the FWS's ability to properly manage the NBR and the NEPA violation results in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review.

11. Plaintiff JOSEPH MAZZONI is a member of PEER and was the Refuge Manager at the National Bison Range from May 23, 1965 to December 14, 1968. Mr. Mazzoni worked for FWS in positions relating to the administration of National Wildlife Refuges from June 1957 through January 1997; nearly 40 years. FWS's violations of NEPA and the Refuge Act harm Mr. Mazzoni's interest that the NBR maintain its wildlife-related recreational, educational, and scientific values for himself and all Americans.

12. Plaintiff JON MALCOLM was the Refuge Manager for the NBR from 1981 until his retirement in 1994. As NBR Refuge Manager, he spent 13 years building a staff of well-trained, experienced and skilled FWS employees and worked to achieve effective professional management and operation of the Refuge. Since his retirement, he has followed developments at the NBR, and has been active in matters concerning the NBR as a private citizen. He seeks to insure that the goals he pursued in his 13 years as Refuge Manager are furthered rather than

undermined. He is concerned that FWS's violations of both NEPA and the Refuge Act will result in damage to the quality and efficiency of management of the Refuge, and will result in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review.

13. Plaintiff DELBERT PALMER is a retired FWS employee who worked at the National Bison Range in the maintenance department for 16 years before his retirement on December 1, 2015. His duties included grading roads, constructing buildings, and working directly with the bison, including moving them to different areas of the range. He was also sometimes detailed to other refuges around the country to manage prescribed fires and control wildfires. While employed at the NBR, Mr. Palmer received a monetary award for a new corral system. Mr. Palmer was under an Intergovernmental Personnel Agreement (IPA) appointment to the CSKT during the second Annual Funding Agreement (AFA) with the CSKT, an agreement between the federal government and the CSKT which provided the CSKT a substantive role in mission-critical programs. In 2007, he received an award from Rick Coleman, the FWS regional director, for extra effort towards making the AFA work. In retirement, Mr. Palmer is a member of PEER and manages 20 acres of personal property near the NBR for use as habitat for wildlife. Mr. Palmer visits the National Bison Range every two weeks for wildlife viewing and to attend meetings concerning management of the NBR. The FWS's violations of law injure Mr. Palmer's interests in viewing wildlife in the NBR and participating in meetings concerning the management of the NBR.

14. Plaintiff MARVIN PLENERT is a member of PEER and a retired FWS Regional Director who from 1977 to 1986 worked as the Deputy Assistant Director for Refuges in the Denver Regional Office with responsibility for the oversight of all refuges within the region,

including the NBR, and from 1986 to 1989 served in Washington D.C. as the Assistant Director with responsibilities for administration of all refuges in the NWRS. Mr. Plenert retired in 1994 after transferring to Portland, OR, in 1989 as Regional Director with responsibility for all FWS activities in the six state area as well as Pacific Trust Territories. Mr. Plenert visited the NBR in 2014 on a family vacation and in 2010 for the bison round-up. Mr. Plenert plans on visiting the NBR again during the fall bison round-up as long as it is not transferred out of the NWRS. FWS's violations of law harm Mr. Plenert's interest in viewing wildlife and the remnants of the original bison herds located at NBR in a natural setting.

15. Plaintiff DON REDFEARN is a retired NWRS Regional Supervisor whose career spans over 31 years. Mr. Redfearn began working for the FWS in 1950 at the Bitter Lake National Wildlife Refuge before transferring to the Bear River Migratory Bird Refuge. From 1958 until 1966 Mr. Redfearn served as an Assistant Refuge Manager in several refuges and as Regional Refuge Master Planner in the Albuquerque Regional Office. From February 1966 to June 1977 Mr. Redfearn was the Refuge manager at the National Elk Refuge and then served as the Regional Supervisor of all National Wildlife Refuges in Alaska until his retirement in 1982. In his personal capacity, Mr. Redfearn has visited more than 100 National Wildlife Refuges, including the National Bison Range, and he plans on visiting the National Bison Range in the future. Mr. Redfearn is also a current board member of the Blue Goose Alliance of which he is a founding member and past president. Mr. Redfearn still vigorously advocates for the conservation of wildlife and its habitat, and believes that the NWRS must be managed as a System rather than a loosely affiliated group of refuges. FWS's violations of NEPA and failure to draft a CCP harm Mr. Redfearn's interests in visiting the National Bison Range in the future and his interests that the Wildlife Refuge System be properly managed, because the absence of a

CCP diminishes the FWS's ability to properly manage the NBR and the NEPA violations results in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review. In addition, implementation of the transfer proposal would harm Mr. Redfearn's interest in the management of the Refuge System as an integrated wildlife management system, rather than a conglomeration of discrete units. The implementation of the proposed transfer would remove the NBR from the coordinated management of the Refuge System generally and the coordinated management of the Service bison herds.

16. Plaintiff WILLIAM REFFALT is a retired FWS employee and retired Director of the National Wildlife Refuge Programs with The Wilderness Society. Mr. Reffalt is also a member of PEER. Mr. Reffalt began his career with the FWS in 1960 when he worked at several different national wildlife refuges. From 1969 to 1973 Mr. Reffalt served in the Albuquerque Regional Office as a fish and wildlife biologist and regional refuge biologist. In mid-1973, Mr. Reffalt was transferred to the DC office in the Refuge Division where he was soon elevated to Special Assistant to the Director and principal FWS officer in support for new Alaska Conservation System Units. In 1980 Mr. Reffalt was appointed Chief of Refuge Management and then in 1982 was transferred to Chief of Wildlife Management. In 1984 Mr. Reffalt accepted a position as the Director of National Wildlife Refuge Programs with The Wilderness Society where he worked on all aspects of the Refuge System from management policies to land acquisitions until his retirement in 1999. In retirement Mr. Reffalt takes an active interest in the National Wildlife Refuge System. He was a founding member of and still serves in a leadership capacity in the Blue Goose Alliance (BGA), a nonprofit organization devoted to supporting the NWRS and advocating on its behalf. Mr. Reffalt actively studies NWRS history and the history of individual refuges, including the NBR, on which he has built an extensive personal library.

Mr. Reffalt, along with his wife, visit wildlife refuges whenever he is able to travel and has as recently as 2008 visited and volunteered at the NBR. Since 2006 Mr. Reffalt has visited approximately 75 refuges in the western United States and another 24 refuges in the South and Southeastern U.S. Mr. Reffalt hopes to visit the NBR in the near future to speak with refuge staff and view the wildlife and habitats. FWS's violations of NEPA and FWS's failure to prepare a CCP harms Mr. Reffalt's long-held interests in professionally-conducted wildlife management and wildlife habitat conservation, because the absence of a CCP diminishes the FWS's ability to properly manage the NBR and the NEPA violation results in a legislative proposal to remove the NBR from the NWRS entirely without legally-mandated environmental review

17. Plaintiff DAVID WISEMAN is a PEER member and a retired FWS Refuge Manager and Refuge Supervisor. From 1995 to 2004 Mr. Wiseman was the Refuge Manager of the NBR, for which he received several performance awards. From 2004 until his retirement in 2007 Mr. Wiseman was the Refuge Supervisor in the Denver Regional Office where he was responsible for all operations of five refuges and the wetland management district in northwest Montana. Mr. Wiseman was also part of the AFA negotiations with the CSKT until his retirement in 2007. In retirement, Mr. Wiseman enjoys observing wildlife in National Wildlife Refuges and occasionally photographing wildlife for personal pleasure and to share with friends and family. Mr. Wiseman last visited the NBR in the spring of 2015 and plans on visiting the NBR this summer and in the future. FWS's NEPA and Refuge Act violations harm Mr. Wiseman's interest in viewing the bison in the NBR in a natural environment and his interest in the continuation of conservation efforts concerning the Bison and other wildlife in the NBR.

18. Plaintiff PUBLIC EMPLOYEES FOR ENVIRONMENTAL RESPONSIBILITY ("PEER") is a national nonprofit organization, based in Washington, D.C. with five field offices

throughout the United States. PEER serves and protects current and former federal and state employees of land management, wildlife protection, and pollution control agencies who seek to promote an honest and open government and to help hold governmental agencies accountable for faithfully implementing and enforcing the environmental laws entrusted to them by Congress. Members of PEER retreat to the NBR to partake of its unique wildlife opportunities and have firm plans to do so again in the future. In addition to partaking in recreational activities involving the NBR, members of PEER research and photograph the Bison located in the NBR and in other refuges in the Nation Wildlife Refuge System.

19. FWS's decision to sponsor legislation to transfer the NBR out of the NWRS and into a trust for the benefit of the CSKT without first conducting a full EIS injures the recreational, professional, and educational interests of those PEER members who regularly view, study, write about, and photograph wildlife in the NBR. The absence of a CCP at the NBR injures these same PEER members because the absence of the required CCP, which would provide a comprehensive long-term strategy for management of the NBR with public input, in order to achieve the purposes of the NBR, diminishes and will diminish in the future the Defendants' ability to protect the biological integrity, diversity, and health of the NBR and the animals that live there.

20. Defendant UNITED STATES FISH AND WILDLIFE SERVICE is a Federal agency responsible for protecting, restoring, and managing National Wildlife Refuges. In doing so, FWS must comply with NEPA, the Refuge Act and the National Wildlife Refuge System Improvement Act.

21. Defendant DAN ASHE, Director, UNITED STATES FISH AND WILDLIFE SERVICE, is ultimately responsible for the agency's compliance with NEPA, the Refuge Act and the National Wildlife Refuge System Improvement Act.

22. The above-described academic, aesthetic, professional, and recreational interests of the Plaintiffs have been, are being, and will continue to be adversely affected and irreparably injured by the Defendants' failure to prepare an EIS to include in its recommendation on its proposal for legislation to remove the NBR from the NWRS and place it in trust for the benefit of the CSKT. Plaintiffs' interests are also adversely affected by the Defendants' failure to develop a CCP which would ensure that the NBR is properly managed to achieve the conservation of bison, other wildlife, and natural resources, and to appropriately operate as a unit within the NWRS.

STATUTORY FRAMEWORK

National Environmental Policy Act

23. NEPA is the "basic national charter for protection of the environment." 40 C.F.R. § 1500.1(a). The NEPA process is meant to "help public officials make decisions that are based on understanding of environmental consequences, and to take actions that protect, restore, and enhance the environment." *Id.* §1500.1(c).

24. To accomplish these purposes, NEPA requires all federal agencies to prepare a "detailed statement" regarding "every recommendation or report on proposals for legislation." 42 U.S.C. § 4332 (C). This "detailed statement" is commonly known as an environmental impact statement.

25. NEPA's implementing regulations were promulgated by the Council on Environmental Quality (CEQ). The CEQ regulation at 40 C.F.R. § 1500.1(b) provides in part that: "NEPA procedures must ensure that environmental information is available to public

officials and citizens before decisions are made and before actions are taken. The information must be of high quality. Accurate scientific analysis, expert agency comments, and public scrutiny are essential to implementing NEPA...”

26. The CEQ regulation at 40 C.F.R. § 1506.1 further provides that: “(a) Until an agency issues a record of decision [on an EIS]... no action concerning the proposal shall be taken which would: (1) have an adverse environmental impact; or (2) limit the choice of reasonable alternatives.”

27. 40 CFR § 1506.8 requires that a legislative EIS be included in a recommendation or report on a legislative proposal requiring Congressional approval. The EIS is considered part of the formal transmittal of the proposal and it must be available in time for Congressional hearings and deliberations. 40 CFR § 1506.8 (a).

Administrative Procedure Act (APA)

28. The APA grants a right of judicial review to “[a] person suffering legal wrong because of agency action, or adversely affected or aggrieved by agency action.” 5 U.S.C. § 702.

29. Under the APA, courts “shall compel agency action unlawfully withheld or unreasonably delayed,” *id.* § 706(1), and “hold unlawful and set aside agency action, findings, and conclusions found to be arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law,” *id.* § 706(2)(A). Courts may only review a final agency action, *id.* § 704, and “agency action” includes a “failure to act.” *Id.* §551(13).

National Wildlife Refuge System Administration Act and the National Wildlife Refuge System Improvement Act

30. All NWRS management is governed by the National Wildlife Refuge System Administration Act of 1966, as amended (“Refuge Act”), which formally established the National Wildlife Refuge System. In 1976, Congress amended the Refuge Act to provide

generally that areas included in the NWRS could not be transferred or otherwise disposed of without an Act of Congress, and that all areas within the System were to be administered by the Secretary of Interior through the FWS. 16 U.S.C. § 668dd. It also provided that: “The Secretary is authorized ... to permit the use of any area within the System for any purpose ... whenever he determines that such uses are compatible with the major purposes for which such areas were established.” *Id.* § 668dd(d)(1)(A).

31. In 1997, the Refuge Act was subject to major amendment in the National Wildlife Refuge System Improvement Act (“NWRS Improvement Act”). In that Act, Congress retained the provisions requiring administration of the Refuge System by the Department of Interior through the FWS. It provides that it is “[t]he mission of the NWRS ... to administer a national network of lands and waters for the conservation, management, and where appropriate, restoration of the fish, wildlife, and plant resources and their habitats within the United States for the benefit of present and future generations of Americans.” *Id.* § 668dd(a)(2).

32. The NWRS Improvement Act also provided guidance to the FWS for the management of the System, *id.* § 668dd(a)(4), clarified the process for determining the compatibility of refuge uses, *id.* at § 668dd(d)(3)(B), and mandated a long-term comprehensive conservation plan “CCP” for each refuge, *id.* at § 668dd(e)(1)(A), (B) and (E).

33. A CCP is a document that must “identify and describe: (1) the purposes of the refuge; (2) the fish, wildlife, and plant populations, their habitats, and the archeological and cultural values found on the refuge; (3) significant problems that may adversely affect wildlife populations and habitats and ways to correct or mitigate those problems; (4) areas suitable for administrative sites or visitor facilities; and (5) opportunities for fish and wildlife-dependent recreation. The Secretary must ensure adequate public involvement in the preparation of plans.”

HR Report 105-106, National Wildlife Refuge System Improvement Act of 1997; May 21, 1997; pp. 13-14. It is “a document that describes the desired future conditions of a refuge or planning unit and provides long-range guidance and management direction to achieve the purposes of the refuge.” 50 C.F.R. § 25.12. The Secretary must “prepare a comprehensive conservation plan ... for each refuge within 15 years after the date of the enactment of the National Wildlife Refuge System Improvement Act of 1997,” and revise the plans every 15 years thereafter. 16 U.S.C. § 668dd(e)(1)(A), (B). Draft CCPs must be published in the Federal Register, with the opportunity for public comment. *Id.* § 668dd(e)(1)(A)(ii).

FACTS

34. The NBR was formed in 1908 within the borders of the Flathead Reservation in northwestern Montana. It covers nearly 19,000 acres, and is one of the oldest Wildlife Refuges in the nation. It was the nation’s first wildlife conservation area established at the direction of Congress and acquired completely with funds appropriated by Congress. Using bison that the American Bison Society purchased and donated to the federal government, it has protected and fostered the once nearly extinct American Bison for over 100 years. The NBR’s work continues to be vital to the future of the bison as a healthy, genetically pure native species.

35. The extensive acreage of native prairie, forests, wetlands, and streams within the NBR also provide habitat for elk, deer, pronghorn antelope, bighorn sheep, black bear, and other mammals, including grizzly bears. In addition, the NBR supports over 200 species of birds, including eagles, hawks, meadowlarks, bluebirds, ducks, and geese. Refuge facilities include a Visitor Center, auto tour roads, walking trails, and a picnic area.

36. The Palouse prairie grasslands of the NBR represent a type of ecosystem of which less than .1% remains. NBR's grasslands and ecosystem components are diverse, healthy, and unique in the NWRS.

37. Congress created the NBR to provide a "permanent national bison range for the herd of bison to be presented by the American Bison Society." 16 U.S.C. § 671. In 1921, Executive Order 3596 broadened the purpose of the NBR to include a refuge and breeding area for birds. In 2005, FWS bison managers and biologists outlined six main purposes of caring for bison on an NWR; of those purposes, bison conservation was "identified as one of national scope and thus applicable to the National Wildlife Refuge System."

38. The FWS has a plan to manage "metapopulations" (groups of spatially separated populations of the same species) of bison on multiple refuges, with the herd at each refuge being a component of the "metapopulation" which must be managed in concert with the herds at other refuges.

39. The bison herd at the NBR represents one of the four primary genetic lineages of extant conservation herds. The Bison Range animals contain a higher diversity of genetic alleles than any other Department of Interior herd and have unique alleles not found in other Department herds. Because of the unique genetic diversity of the NBR herd, bison from that herd have been relocated to other Refuges at various times to establish new herds or to improve the genetic diversity of existing herds.

40. The Bison Range holds 25.2% of the FWS bison meta-population and comprises 17.5% of current FWS land area devoted to bison management. The NBR herd, and the Refuge's management of that herd, is vital to the future of the bison as a healthy native species that is genetically pure or with very low hybridization.

41. Between October and November 2015, FWS Director Dan Ashe and the FWS developed a plan through meetings and telephone calls for the transfer of the NBR to the CSKT. Through these conversations, a meeting was set for February 5, 2016 between the FWS and the CSKT to talk about the proposed transfer of the NBR out of the NWRS and into a trust held in benefit of the CSKT.

42. This proposed transfer came about as the result of the breakdown of negotiations for a third AFA (a document that represents the negotiated agreement of the Secretary to fund, on an annual basis, the programs, services, activities, and functions transferred to an Indian tribe or tribal organization) between the CSKT and the FWS concerning the management of the NBR. The first AFA was in place in 2005-2006 and was ended by the FWS due to a host of performance-related issues on the part of the CSKT. The second agreement made in 2008 was invalidated in 2010 by a federal court because the FWS had failed to prepare an Environmental Assessment or Environmental Impact Statement under NEPA.

43. On February 5, 2016, after the meeting with the CSKT, the director of the FWS's Mountain-Prairie Region, Noreen Walsh, and the Chief of the NWRS, Cynthia Martinez, sent emails to FWS staff informing them of the FWS's decision to enter discussions with the CSKT, explaining that FWS planned to support legislation that would transfer the NBR to be held in trust by the U.S. for the CSKT. These emails state that the FWS had been working with the CSKT for around 20 years on the idea of a partnership at the NBR that would be implemented in an AFA, but a mutually acceptable agreement had not been reached. As a result of failing to come to an agreement, the FWS decided to attempt to transfer the refuge in trust to the CSKT. Such a proposal, the email reads, would require Congressional approval.

44. The FWS set meetings with Congressman Ryan Zinke, Senator Steve Daines, and Senator Jon Tester concerning the NBR proposal for the week of February 16, 2016. On February 16, Cynthia Matrinez met with Congressmen Zinke and with Senators Daines and Tester on February 18.

45. A February 18, 2016 email from Dan Ashe stated that he met with Department of Interior Solicitor Hilary Tompkins about drafting legislation. He stated in the email that he hoped to have a good draft by the end of the next week as he anticipated that the Montana Delegation of Zinke, Daines, and Tester might ask for assistance in drafting legislation.

46. In a telephone conversation with retired refuge manager Ralph Webber on April 1, 2016, Dan Ashe commented that the FWS had achieved the refuge purpose of bison recovery in the NBR and could no longer afford being just “bison managers.” Mr. Ashe indicated that the proposed transfer of the NBR was initiated by the FWS, but stated his opinion that the transfer was not a federal action under NEPA and that Congressional legislation was not subject to NEPA.

47. At no point in time since discussions began about drafting legislation to transfer the NBR out of the NWRS, through Congressional briefings to the present, has the FWS contemplated or carried out any form of analysis under NEPA.

48. To date, the FWS has yet to propose, let alone finalize, a CCP for the NBR, even though under the NWRS Improvement Act, its CCP was due in 2012 at the latest and needed to be revised every 15 years thereafter. This law constitutes the primary mandate and guidance for administration of the NWRS.

FIRST CAUSE OF ACTION

DEFENDANTS HAVE VIOLATED NEPA BY FAILING TO PRODUCE AN EIS FOR A RECOMMENDATION OR REPORT ON A PROPOSAL FOR LEGISLATION

49. Plaintiffs hereby incorporate by reference the paragraphs set forth above as if set forth herein.

50. The preparation of draft legislation and the meeting with Montana Congressional delegates constitutes a recommendation on a proposal for legislation under 42 U.S.C. § 4332(C). Thus, NEPA requires Defendants to prepare an EIS and Defendants violated NEPA by failing to do so.

51. APA directs that Courts “shall . . . hold unlawful and set aside agency action, findings, and conclusions found to be arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law.” 5 U.S.C. § 706(2)(A). Defendants’ actions without compliance with NEPA should be held unlawful and set aside.

SECOND CAUSE OF ACTION

DEFENDANTS HAVE VIOLATED THE REFUGE ACT, THE NATIONAL WILDLIFE REFUGE SYSTEM IMPROVEMENT ACT OF 1997, AND THE APA BY UNLAWFULLY WITHHOLDING OR UNREASONABLY DELAYING A COMPREHENSIVE CONSERVATION PLAN FOR THE NATIONAL BISON RANGE

52. Plaintiffs hereby incorporate the paragraphs set forth above as if set forth herein.

53. Defendants violated § 668dd(e)(1)(A)-(B) of the Refuge Act, as amended by the NWRS Improvement Act, and its implementing regulations by failing to comply with the Refuge Act’s mandatory duty to prepare a CCP for the NBR within 15 years of the enactment of the NWRS Improvement Act.

54. The APA states that a reviewing court “shall” interpret statutes and “compel agency action unlawfully withheld or unreasonably delayed,” 5 U.S.C. § 706(1). FWS’s failure to issue a CCP constitutes unlawfully withheld or unreasonably delayed agency action.

PRAYER FOR RELIEF

WHEREFORE, Plaintiffs respectfully request that this Court:

A. Declare that Defendants have violated NEPA by failing to conduct an EIS for the Agency’s legislative proposal to move the NBR out of the NWRS and into a trust to be held by the United States for the benefit of CSKT.

B. Declare that Defendants violated the Refuge Act and the National Wildlife Refuge System Improvement Act by unlawfully withholding or unreasonably delaying a CCP at the NBR.

C. Grant preliminary and/or permanent injunctive relief preventing further actions related to submitting a draft proposal to Congress, sponsoring or promoting legislation, or advocating on behalf of the legislation, until such time as the Agency has developed an EIS to be included in its proposal to Congress as required by NEPA and CEQ regulations.

D. Order Defendants to expeditiously prepare and complete a CCP for the NBR; thereby presenting information and data vital to management of the NBR, as well as to a reasoned decision-making process that might call for removal of a refuge from the NWRS.

E. Award Plaintiffs their reasonable litigation expenses, including attorney fees, expert witness fees, court costs, and other expenses necessary for the preparation and litigation of this case under the Equal Access to Justice Act, 28 U.S.C. § 2412 et seq.; and

F. Grant such additional relief as the Court deems just and proper.

Respectfully submitted this 23rd day of May, 2016.

/s/ Paula Dinerstein

Paula Dinerstein, DC Bar No. 333971
Senior Counsel
Public Employees for Environmental Responsibility
962 Wayne Avenue, Suite 610
Silver Spring, MD 20910
(202) 265-7337

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:00 PM

Conversation Contents

Attachments:

/21. /1.1 NBR draft NOI--revised attorney client privileged work
product_BMS121316 sp12-13-16_BMS121616.doc

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

From: "Salem, Brian" <brian_salem@fws.gov>
Sent: Fri Dec 16 2016 13:47:57 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
Subject:
Attachments: NBR draft NOI--revised attorney client privileged work
product_BMS121316 sp12-13-16_BMS121616.doc

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 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 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 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, 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.

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

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

Transition Briefing Papers for Review by Monday

Attachments:

/25. Transition Briefing Papers for Review by Monday/1.1
TransitionBriefingPaperBlack-
footedFerretRecoveryandSylvaticPlagueVaccineSPV.docx
/25. Transition Briefing Papers for Review by Monday/1.2
TransitionBriefingPaperNationalBisonRange.docx
/25. Transition Briefing Papers for Review by Monday/1.3
TransitionBriefingPaperPrairiePotholeConservation (1).docx

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Thu Oct 27 2016 15:31:22 GMT-0600 (MDT)
To: Noreen Walsh <Noreen_Walsh@fws.gov>, Matt Hogan <Matt_Hogan@fws.gov>
Anna Munoz <anna_munoz@fws.gov>, "Salem, Brian" <brian_salem@fws.gov>, Stephanie Potter <stephanie_potter@fws.gov>, Will Meeks <will_meeks@fws.gov>, Michael Thabault <michael_thabault@fws.gov>
CC:
Subject: Transition Briefing Papers for Review by Monday
TransitionBriefingPaperBlack-
Attachments: footedFerretRecoveryandSylvaticPlagueVaccineSPV.docx
TransitionBriefingPaperNationalBisonRange.docx
TransitionBriefingPaperPrairiePotholeConservation (1).docx

Good Afternoon Noreen and Matt-

Please see attached for three draft briefing papers from the second request for briefing papers for the transition binder. Please review these if possible, by **Monday morning** so I can make sure we meet the deadline.

The topics requested were the three we recommended as part of an earlier exercise. They did not request a briefing paper on "wolves" because it had been captured in another briefing paper. The three topics included:

- 1) Black-footed Ferret Recovery and Sylvatic Plague Vaccine (SPV)
- 2) National Bison Range
- 3) Prairie Pothole Conservation

The attached drafts were reviewed by the appropriate programs.

If it is helpful, I have also uploaded these documents to the google drive, here are the links to each:

- 1) [Black-footed Ferret Recovery and Sylvatic Plague Vaccine \(SPV\)](#)
- 2) [National Bison Range](#)
- 3) [Prairie Pothole Conservation](#)

Please let me know if I can help in any way.

-Roya

--

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

TITLE: National Bison Range

I. SUMMARY

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 into trust of a refuge long ago carved out of tribal lands. This is an ongoing process that will require Congressional approval.

II. CURRENT STATUS

National Bison Range (NBR) was created by Congress in 1908, and as such, management changes would require Congressional Action. The CSKT have drafted proposed legislation for consideration by the Montana delegation. This proposed legislation was shared publicly and the CSKT initiated a public engagement process that included opportunities for interested individuals to provide comments and attend a public meeting regarding the proposal. All comments received have been posted online (www.bisonrangeworkinggroup.org). The CSKT revised their draft legislative language to incorporate comments they received and provided a copy of the revised draft legislative text to the Director of the U.S. Fish and Wildlife Service. To date, no legislation has been introduced in Congress regarding this or any other proposed transfer of the lands comprising the National Bison Range.

III. EXTERNAL INTEREST

There is extensive external interest in the proposal to transfer the lands comprising the National Bison Range into trust for the benefit of the CSKT. The Montana Congressional Delegation has not introduced legislation and therefore has not formally take a position on the transfer. The local counties (Lake and Sanders County) would like to see the legislation include a mechanism for the counties to continue to receive revenue sharing funds. Conservation NGOs have been both in support and in opposition to the proposed legislative language and overall transfer of management.

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

DATE: November 1, 2016

JOHN C. CRUDEN,
Assistant Attorney General
Environment & Natural Resources Division

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Attorney for Federal Defendants

**UNITED STATES DISTRICT COURT FOR THE
DISTRICT OF COLUMBIA**

_____)	
RENEAU, <i>et al.</i> ,)	
Plaintiffs,)	
)	
v.)	
)	CASE NO. 1:16-cv-00966-TSC
UNITED STATES FISH AND)	
WILDLIFE SERVICE, <i>et al.</i> ,)	JOINT MOTION FOR SCHEDULING
)	ORDER
Federal Defendants.)	
)	
)	
)	
_____)	

Pursuant to this Court’s September 23, 2016 Minute Order the Parties jointly submit this Scheduling Order to govern this action described below.

STATEMENT OF THE CASE

This action is filed under Section 706 of the Administrative Procedure Act (“APA”), 5 U.S.C. §§706, 706(2)(A), alleging that Federal Defendants have failed to act in accordance with the law and have failed to take action required by law. In their complaint, ECF No. 1, Plaintiffs allege that Federal Defendants have announced a legislative proposal to transfer the National Bison Range (“NBR”) out of the National Wildlife Refuge System into a trust held by the United States for the benefit of the Confederated Salish/Kootenai Tribes (“CSKT”), and have participated in meetings with members of Congress and prepared draft legislation regarding that proposal. Plaintiffs allege that Federal Defendants’ actions constitute a recommendation on a proposal for legislation which requires preparation of a Legislative Environmental Impact Statement (“LEIS”) under the National Environmental Policy Act (“NEPA”), 42 U.S.C. §4332(C). Plaintiffs also allege that Federal Defendants have not developed and implemented a comprehensive conservation plan (“CCP”) for the National Bison Range under the National Wildlife Refuge System Administration Act (“Refuge Act”), 16 U.S.C. §668dd. Plaintiffs allege that Federal Defendants failed to comply with the mandatory duty in 16 U.S.C. §668dd(e)(1)(B) to develop and implement a comprehensive conservation plan for each unit of the National Wildlife Refuge system “within 15 years after the date of enactment of the National Wildlife Refuge System Improvement Act of 1997 [enacted October 9, 1997].” Plaintiffs seek an order declaring that Federal Defendants failed to comply with NEPA and the Refuge Act, and preliminary and/or permanent injunctive relief preventing Federal Defendants from taking further actions related to submitting a draft proposal to Congress, sponsoring or promoting legislation, or advocating on behalf of the legislation, until such time as Federal Defendants have

prepared and included a LEIS in its proposal to Congress, and an order requiring Federal Defendants to expeditiously prepare and complete a CCP for the NBR.

The parties have not engaged in settlement efforts to date. Federal Defendants are compiling the administrative record regarding Plaintiffs' claims and will evaluate it to determine whether settlement negotiations are likely to be productive. The parties at this time do not believe court sponsored alternative dispute resolution would be useful. The parties have submitted to the Court a proposed order and schedule for briefing the claims in this action.

MOTION SCHEDULE

The parties propose the following schedule:

- A. Federal Defendants shall provide Plaintiffs a copy of the draft index of the administrative record which will be hyperlinked to the record documents on or before November 4, 2016.
- B. Plaintiffs shall review the draft index of the administrative record and linked documents and raise any challenges and potentially seek discovery on or before November 18, 2016.
- C. Plaintiffs and Federal Defendants shall attempt to resolve any challenges raised to the draft administrative record on or before December 9, 2016.
- D. In the event that no motions are made regarding the agency record, Federal Defendants shall lodge a certified index for the administrative record and the administrative record by December 16, 2016. The administrative record will be contained on a CD disc and will include a hyperlinked index to the record documents.

If Plaintiff files a motion to limit or augment the record, the parties will revisit the briefing schedule and promptly submit a new proposal to the Court, as needed. In the event that no motions are made regarding the agency record, the parties shall proceed with cross-motions for summary judgment according to the following schedule:

- A. Plaintiff's principal brief would be filed on or before January 18, 2017.
- B. Federal Defendants' principal brief would be filed on or before February 16, 2017.
- C. Plaintiff's reply brief would be filed on or before March 2, 2017.
- D. Federal Defendants' reply brief would be filed on or before March 23, 2017.

The proposed schedule is set forth in the attached proposed order.

CONCLUSION

For the reasons stated above, the parties request that the Court approve the above joint motion for scheduling, as set forth in the attached proposed order.

Dated: 11th day of October, 2016.

Respectfully Submitted,

JOHN CRUDEN,
Assistant Attorney General

/s/ Tanya C. Nesbitt
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Natural Resources Section
Ben Franklin Station, P.O. Box 7611
Washington, D.C. 20044-7611
Telephone: (202) 305-0457
Email: tanya.nesbitt2@usdoj.gov

Attorney for Federal Defendants

**UNITED STATES DISTRICT COURT FOR THE
DISTRICT OF COLUMBIA**

_____)	
RENEAU, <i>et al.</i> ,)	
Plaintiffs,)	
)	
v.)	
)	CASE NO. 1:16-cv-00966-TSC
UNITED STATES FISH AND)	
WILDLIFE SERVICE, <i>et al.</i> ,)	[PROPOSED ORDER] ON JOINT
)	MOTION FOR SCHEDULING ORDER
Federal Defendants.)	
)	
)	
)	
_____)	

For the reasons stated in the parties' Joint Motion for Scheduling Order, the Court hereby orders as follows:

- (1) Federal Defendants shall provide Plaintiffs a copy of the draft index of the administrative record which will be hyperlinked to the record documents on or before November 4, 2016.
- (2) Federal Defendants shall lodge a certified index of the administrative record with the Court and the administrative record shall be served on Plaintiffs by December 16, 2016. The administrative record will be contained on a CD disc. If Plaintiff's file a motion to limit or augment the record, the parties will revisit the briefing schedule and promptly submit a new proposal to the Court, as needed.
- (3) Plaintiff's principal brief on summary judgment shall be filed on or before January 18, 2017.
- (4) Federal Defendants' principal summary judgment brief shall be filed on or before February 16, 2017.
- (5) Plaintiff's reply brief shall be filed on or before March 2, 2017.
- (6) Federal Defendants' reply brief shall be filed on or before March 23, 2017.

The Court shall set this matter for oral argument at a date to be determined later.

Dated at District of Columbia, this [date] of [month], 2016

/s/ _____

TANYA S. CHUTKAN

UNITED STATES DISTRICT JUDGE

Label: "NBR"

Created by:roya_mogadam@fws.gov

Total Messages in label:152 (41 conversations)

Created: 03-27-2017 at 15:05 PM

Conversation Contents

Fwd: National Bison Range briefing paper

Attachments:

/40. Fwd: National Bison Range briefing paper/1.1 FY 2017 - Sec - NWRS - National Bison Range 2.11.2016.docx

/40. Fwd: National Bison Range briefing paper/2.1 FY 2017 - Sec - NWRS - National Bison Range 2.11.2016 CLA Edits.docx

/40. Fwd: National Bison Range briefing paper/3.1 FY 2017 - Sec - NWRS - National Bison Range 2.11.2016 CLA Edits.docx

/40. Fwd: National Bison Range briefing paper/8.1 FY 2017 - Sec - NWRS - National Bison Range 2.11.2016 CLA Edits.docx

"Bivens, Dana" <dana_bivens@fws.gov>

From: "Bivens, Dana" <dana_bivens@fws.gov>
Sent: Fri Feb 12 2016 11:01:30 GMT-0700 (MST)
To: Martin Kodis <martin_kodis@fws.gov>, Angela Gustavson <angela_gustavson@fws.gov>, Roya Mogadam <roya_mogadam@fws.gov>
Subject: Fwd: National Bison Range briefing paper
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Program Analyst
U.S. Fish and Wildlife Service
Department of Budget
p: 703-358-2419
dana_bivens@fws.gov

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Fri Feb 12 2016 12:11:10 GMT-0700 (MST)
To: "Bivens, Dana" <dana_bivens@fws.gov>
CC: Martin Kodis <martin_kodis@fws.gov>, Angela Gustavson <angela_gustavson@fws.gov>
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703-358-2128

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

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Tue Feb 16 2016 09:37:02 GMT-0700 (MST)
To: Laura Whorton <laura_whorton@fws.gov>
Subject: Fwd: National Bison Range briefing paper
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"Bivens, Dana" <dana_bivens@fws.gov>

From: "Bivens, Dana" <dana_bivens@fws.gov>
Sent: Mon Feb 22 2016 06:22:30 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>
CC: Martin Kodis <martin_kodis@fws.gov>, Angela Gustavson <angela_gustavson@fws.gov>
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From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Feb 22 2016 07:14:09 GMT-0700 (MST)
To: "Bivens, Dana" <dana_bivens@fws.gov>
Subject: Re: National Bison Range briefing paper

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From: "Bivens, Dana" <dana_bivens@fws.gov>
Sent: Mon Feb 22 2016 07:58:33 GMT-0700 (MST)
To: "Mogadam, Roya" <roya_mogadam@fws.gov>, Angela Gustavson <angela_gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
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Sent: Mon Feb 22 2016 08:10:59 GMT-0700 (MST)
To: "Bivens, Dana" <dana_bivens@fws.gov>
CC: Angela Gustavson <angela_gustavson@fws.gov>, Martin Kodis <martin_kodis@fws.gov>
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"Mogadam, Roya" <roya_mogadam@fws.gov>

From: "Mogadam, Roya" <roya_mogadam@fws.gov>
Sent: Mon Nov 28 2016 13:49:25 GMT-0700 (MST)
To: "Salem, Brian" <brian_salem@fws.gov>
Subject: Fwd: National Bison Range briefing paper
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U.S. Fish and Wildlife Service
134 Union Boulevard
Lakewood, CO 80228

Roya_Mogadam@fws.gov
(303) 236-4572

BUREAU: U.S. Fish and Wildlife Service

MEMBERS: Tester, Daines, Zinke, [OTHERS???

ISSUE: Transfer of National Bison Range in Federal Trust to the Confederated Salish and Kootenai Tribes

Key Points:

- The Service is working with BIA and the Confederated Salish and Kootenai Tribes (CSKT) regarding the return of the lands comprising the National Bison Range to be held in Federal trust for the benefit of the CSKT. The Service believes that any legislation for the transfer of this land should include provisions to ensure the lands are managed for the care and maintenance of the bison herd and conservation of other wildlife and natural resources.
- National Bison Range played a historic role in conserving bison. But the Service is now in a new era of conservation where we want to focus on landscape-scale restoration efforts. We believe the CSKT will provide continued conservation of bison within this area, while allowing the Service to focus our limited resources on higher priority conservation activities.
- Transferring the land to be held in trust for the CSKT will allow the Tribes to re-establish their historic, cultural, and spiritual ties to the bison and the land.

Background:

- The National Bison Range was established in 1908 to conserve American bison, which was on the verge of extinction. The land is within the boundaries of the Flathead Indian Reservation, home of the CSKT. The National Bison Range is 18,800 acres and supports between 350-500 bison.
- Since 1908, the Service, other Federal agencies, States, Tribal Nations, and others have made great strides in conserving bison across the Western plains.
- Over the last 20 years, the Service has invested considerable time and resources toward developing an Annual Funding Agreement that would allow for us to manage the National Bison Range in partnership with the CSKT. These efforts have had mixed successes because of litigation, personnel management issues between Service and Tribal staff, and differing expectations on how the agreement should be crafted.
- Six other refuges, nine NPS sites, and two BLM sites are currently contributing to DOI's bison conservation efforts. The other refuges include: Rocky Mountain Arsenal NWR (CO), Neil Smith NWR (IA), Rio Mora NWR (NM), Sully's Hill NWR (ND), Fort Niobrara, and Wichita Mountains NWR (OK).

Current Status:

- The Service began discussions with the CSKT on February 5, 2016 about transferring the lands in a Federal trust.
- The transfer of the lands into a Federal trust is an ongoing process and will require Congressional approval.

Prepared by: Chris Nolin, 703-358-2343

Date: February 9, 2016

BUREAU: U.S. Fish and Wildlife Service

MEMBERS: Tester, Daines, Zinke, Grijalva, **OTHERS???**

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- Six other refuges, nine NPS sites, and two BLM sites are currently contributing to DOI's bison conservation efforts. The other refuges include: Rocky Mountain Arsenal NWR (CO), Neil Smith NWR (IA), Rio Mora NWR (NM), Sully's Hill NWR (ND), Fort Niobrara, and Wichita Mountains NWR (OK).

Current Status:

- The Service began discussions with the CSKT on February 5, 2016 about transferring the lands in a Federal trust.
- The transfer of the lands into a Federal trust is an ongoing process and will require Congressional approval.

Prepared by: Chris Nolin, 703-358-2343

Date: February 9, 2016

BUREAU: U.S. Fish and Wildlife Service

MEMBERS: Tester, Daines, Zinke, Grijalva, **OTHERS???**

ISSUE: Transfer of National Bison Range in Federal Trust to the Confederated Salish and Kootenai Tribes

Key Points:

- The Service is working with the Bureau of Indian Affairs (BIA) and the Confederated Salish and Kootenai Tribes (CSKT) regarding the return of ~~the~~ lands comprising the National Bison Range to be held in Federal trust for the benefit of the CSKT. The Service believes ~~that~~ any legislation for the transfer of this land should include provisions to ensure the lands are managed for the care and maintenance of ~~the~~ bison ~~herd~~ and conservation of other wildlife and natural resources.
- National Bison Range played a historic role in conserving bison. But the Service is now in a new era of conservation where we want to focus on landscape-scale restoration efforts. We believe the CSKT will provide continued conservation of bison within this area, while allowing the Service to focus our limited resources on higher priority conservation activities.
- Transferring the land to be held in trust for the CSKT will allow the Tribes to re-establish their historic, cultural, and spiritual ties to the bison and the land.

Background:

- The National Bison Range was established in 1908 to conserve American bison, which was on the verge of extinction. The land is within the boundaries of the Flathead Indian Reservation, home of the CSKT. The National Bison Range is 18,800 acres and supports between 350-500 bison.
- Since 1908, the Service, other Federal agencies, States, Tribal Nations, and others have made great strides in conserving bison across the Western plains.
- Over the last 20 years, the Service has invested considerable time and resources toward developing an Annual Funding Agreement that would allow for us to manage the National Bison Range in partnership with the CSKT. These efforts have had mixed successes because of litigation, personnel management issues between Service and Tribal staff, and differing expectations on how the agreement should be crafted.
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Date: February 9, 2016

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

Re: 8/29 visit

"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Mon Aug 29 2016 09:14:20 GMT-0600 (MDT)
To: "Brian Upton" <Brian.Upton@cskt.org>
Subject: Re: 8/29 visit

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Thanks,

Matt

Sent from my BlackBerry 10 smartphone on the Verizon Wireless 4G LTE network.

From: Strickler, Matt
Sent: Wednesday, August 24, 2016 10:58 AM
To: 'Brian Upton'
Subject: RE: 8/29 visit

Thanks, Brian. Looking forward to the meeting. I have a commitment with friends in St. Ignatius that evening, but I appreciate you offer.

Matt

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Matthew J. Strickler
Senior Policy Advisor
US House of Representatives
Committee on Natural Resources
H2-186 Ford HOB
Washington, DC 20515
(202) 225-6065

From: Brian Upton [mailto:Brian.Upton@cskt.org]
Sent: Wednesday, August 17, 2016 6:32 PM
To: Strickler, Matt
Subject: 8/29 visit

Hi Matt,

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Thanks,
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CSKT Legal Department
office: (406) 275-2760, or (406) 675-2700, x1165
cell: (406) 471-7405

Brian Upton <Brian.Upton@cskt.org>

From: Brian Upton <Brian.Upton@cskt.org>
Sent: Mon Aug 29 2016 11:32:58 GMT-0600 (MDT)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Subject: RE: 8/29 visit

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"Strickler, Matt" <Matt.Strickler@mail.house.gov>

From: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Sent: Mon Aug 29 2016 12:38:31 GMT-0600 (MDT)
To: Brian Upton <Brian.Upton@cskt.org>
Subject: Re: 8/29 visit

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From: Brian Upton
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Sent: Mon Aug 29 2016 12:58:53 GMT-0600 (MDT)
To: "Strickler, Matt" <Matt.Strickler@mail.house.gov>
Subject: RE: 8/29 visit

Sounds good Matt – thanks for the update. The meeting will be in the Council Chambers in Pablo (address: 42487 Complex Blvd, Pablo). If you'd like, you can call or text me at 406.471.7405 when you arrive and I can meet you at the door.

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King, Jeff <jeff_king@fws.gov>

meeting notes

3 messages

King, Laura <laura_king@fws.gov>
To: Jeff King <jeff_king@fws.gov>

Fri, Aug 5, 2016 at 10:34 AM

I've attached both versions of the notes from the July 22 meeting. The first one is the rough draft, that is complete but needed some grammatical and spelling corrections. The second version is the one I cleaned up to correct the errors. Sorry I didn't get to this before but I've been so slammed with the visitor center, I didn't get back to it.

Thanks,

Laura

Laura King, Refuge Program Specialist

U.S. Fish and Wildlife Service, Division of Refuge Planning
58355 Bison Range Rd.
Moiese, MT 59824
phone, 406-644-2211, ext. 210
fax, 406-644-2661

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

2 attachments

 **7_22_16 meeting notes.docx**
25K

 **clean 7_22_16 meeting notes.docx**
26K

King, Laura <laura_king@fws.gov>
To: Jeff King <jeff_king@fws.gov>

Fri, Aug 5, 2016 at 11:20 AM

forgot to do a final save before I sent you the 'clean' version

Thanks,

Laura

Laura King, Refuge Program Specialist

U.S. Fish and Wildlife Service, Division of Refuge Planning

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[Quoted text hidden]

 **clean 7_22_16 meeting notes.docx**
26K

King, Laura <laura_king@fws.gov>
To: Jeff King <jeff_king@fws.gov>

Fri, Aug 5, 2016 at 1:44 PM

Forgot to add title. delete the other versions

Laura

Laura King, Refuge Program Specialist

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[Quoted text hidden]

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Meeting Notes, July 22, 2016

NBR staff discussion with Will Meeks (ARD, Refuges), Noreen Walsh (Regional Director), and Mike Blenden (Refuge Supervisor)

Status of Proposed Legislation and Working Conditions at the National Bison Range

Will: I am reminded how I should have more of these conversations with you. I was reminded by Amy that its good continue communicating. Mike is here with me as well. My expectation is that he in frequent conversations with Jeff and staff. Perhaps Mike doesn't always know the more up to date information, which I will correct in the future.

Noreen: It does seem like it is a good time to keep talking about NBR. I know the uncertainty of the future creates questions. I know things are not exactly sure but nonetheless, I will reiterate my commitment in the midst of not knowing, how every NBR employee will be able to be employed in that local area. That is a baseline commitment that won't change. I understand from Jeff that there are particular questions.

Jeff: I talked to the staff and I knew things I wanted to talk about but I threw in other topics from the staff. Everyone saw my email to the group. The first one—is a request I made when Mike was here—specifically getting a read on where the MT delegation is on sponsoring some sort of legislation. We're hearing that they are lukewarm to all of it. I'd like to see if anyone has a pulse on the delegation as far as their commitment to doing it or not doing it.

Will: Conversations with Anna: I do know that Anna is in frequent conversations Congressional liasons and that Roya is working to keep her finger on that pulse. I don't know what the feelings are from the MT delegation whether or not they will support this. Through the media we see that the delegation might be uncertain, certainly not taking a strong advocacy role—but believe this should be given some consideration. I think they are a little uncertain—and asked the Tribes to get some public input—through public meetings and other types of outreach. I will follow up on that with Roya.

Jeff: We are trying to get some sort of drop dead date. If this doesn't happen we need some answers here pretty quick – because I remember the time frame being 6-9 months so I thought that there would at least be some action by now so my question is do you still feel comfortable with the 6-9 month time frame? I think you said that this is not a process we're in control of and we're heading in to an election year and I'm just really having a lot of uncertainty on how Congress might be dealing with his. What I'm looking for is when the FWS is going to say, this is not going to happen so this is probably going to be introduced later. When do we start bringing staff back to the NBR so we're not in the situation we are in now?

Will: Thinking back to that Feb. 5 meeting, I think we speculated that if we are still in this uncertainty after 2017 then perhaps but today we still have a director and secretary that would support legislation until that changes that is the administration's decision. In the event the Secretary was to leave then how would that play out? That is an internal conversation that has to take place. That is directly related to the realignment strategy as well. The most difficult part of any of this is that I can't define a time frame by which anything would be a drop dead date. I think we will consider a world where there is NBR in the future and one without. Things could look very different than it does today. I don't think I can define a time frame. It will depend on how the administration looks.

Jeff: So we're in a holding pattern until at least a new administration is seated and in place and then wait and see what their thoughts are on transferring the NBR?

Will: I think that is a fair statement and if there are ways to support priority needs at this time then that's what you need to do. Do the most important things that you need to do and if it's not a priority than don't do it. That is up to you and Mike to look at those considerations.

Jeff: I've already narrowed the list down but it's getting down to priority things. I'm now at the point where we are no longer doing priority items because of the lack of staff. Because of the uniqueness of the NBR and the high fence, everything has to be provided for our wildlife. We can't just let things happen.

Will: I know things are difficult and the FWS is going through that right now. That is something I hear from other stations. If you have things that are not being met from a management or logistical or safety aspect...then you'll have to revisit those things. I appreciate that you are focusing on those priorities.

Karen: If the lawsuit is successful can they even introduce legislation?

Will: I have a scheduled call with our SOL this afternoon. Yes I think they can introduce legislation and I don't think the courts can stop them. There is no indication if the case will be heard in Montana or somewhere else. The one that SOL advised us that the courts may here is the allegation of no CCP. Toni Griffin has been made the point of contact for that information. I don't know when it will be heard and I don't believe that the court would have any way to intervene in the introduction of this legislation.

Noreen: I have the same view. There has been no action by the court and think that will continue to play out but we have no indication. The Congress could decide on this bill while this lawsuit plays out.

Jeff: I heard there was a 60 day response period on the lawsuit. What does that mean?

Will: I don't know if we've hit the trigger of 'served'. That will come down from HQ. Lori told me we had not been served. If we are, we'll have to determine what the response will be.

Jeff: I thought I saw an email stating that we had been served

Will: I'll double check on that.

Jeff: yes, I remember that we were under a litigation hold.

Will: I've not seen an actual document that describes a hold. We'll need to talk to Lori and get some clarification.

Noreen: Typically we will draft a response if we do receive a request from the courts.

Jeff: I really struggled with including this but we are hearing comments at the RO level and HQ and terms that I feel are unfair and place a cloud over the NBR by association the staff here. I listed three of the terms, toxic, radioactive, leper colony. You know, the folks around this table are very dedicated FWS employees and I know that we all try our best, some over 30 years, to do a good job and not only for the resource but the agency. I have a problem when these types of things are being said and we are being

separated out and not treated the same as other NWR not only in R6 but throughout the nation. I'm not looking for a response but I want everyone to be aware that these things are being said.

Noreen: Thank you for raising this and I find them disturbing and demeaning. I know how hard you all work and I need you to be frank with us. Are you hearing that I'm saying this?

Jeff: No, but I am hearing this from individuals I respect that these terms are being used in meetings but it might be rumors or coffee pot talk, but this is what I know.

Noreen: We all have the most respect for the work you do and we are concerned about the uncertain position you are in and find these terms very objectionable and offensive but I can't deal in rumors but if you give me more specifics I can try and make sure that these things don't happen in the future.

Jeff: That is why I was reluctant to bring this up and I understand the need for individual names but I can't do that. I wasn't implying that this is any of you, but I'm hearing this type of comments from both the RO and the HQ.

Will: I will try and put out some expectations on how we all should treat each other.

Jeff: I think the approach would be more about the climate that we're in—related to the transfer. I'm not targeting any particularly people and but the uncertainty and everything that has happened here and has caused folks to come up with and use these terms because of everything that has happened to NBR and is happening now. Again, I think it might be human nature but these casual comments can have significant results. We really take it to heart.

Jeff: One of the things that feeds in to this is the sheep relocation. We worked hard to pull this thing off as our sheep population is high levels. Amy and Lee worked so hard to make this happen and translocated 21 sheep to Washington State. It involved 3 states and the Kalispell Tribe. We had a volunteer photographer and I was going to carry this to the front page and everyone was excited that we were going to be shown doing something positive. I ran in to nothing but roadblocks with External Affairs. It's just not the time right now to highlight anything about NBR. I talked to Mike and Will shortly thereafter about putting a story about this on the R6 website highlighting the letter from the State Director. It just seems like I had to fight to get us recognized and that continues to bother me. That's one example. Getting back to my previous topic—when that type of direction is coming down to a program—it creates fertile ground for those types of rumors. I hope we are still considered part of the System. Another example, I was asked for photographs and they told me in confidence that they appreciated the photos; however, he had been directed not to credit he NBR instead he was directed USFWS and not the NBR.

Noreen: So Will I want to respond to the first issue. The sheep relocation project—when the letter came in from WA I called the director because I was personally touched that they did that. He reiterated everything in the letter. I thanked him and I knew it would mean a lot to all of you. After that I asked External Affairs to put the letter on their website. Did it not happen?

Jeff: Yes, but it happened weeks later. I ran in to road blocks when I wanted to publish a story.

Noreen: It might have been timing I'm not quite sure. After that I need to ask forgiveness for all of you that I wanted to highlight it at our all employee call. My commitment has been to cut those calls off

after an hour so we didn't get to everything, including your sheep relocation project. We'll do it next time but that is not much compensation.

Jeff: I appreciate that Noreen but there have been some missed opportunities and the sheep is just one example. Thank you though for acknowledging that.

Noreen: That is one time I fell down on the job.

Karen: It's along those lines of promoting the NBR. We got a call—a volunteer back east—he wants to do a pilot TV program promoting refuges. He's been here in the past. He has a meeting with Cynthia and puts his show out on PBS. Doug Gardener will be the director and the dirty jobs guy will narrate it. They want to start some place where there is some more action and they want to come here during roundup. That would be wonderful but they want to come to NBR.

Amy: They do shows on BBC and Nature

Will: In some cases I would not hear about all these opportunities. I appreciate the heads up and I will contact Cynthia. I can think of a communication standpoint, I can see the interest.

Jeff: I want to make everyone aware of the interest and visitation that NBR is receiving today. In June we had over 21,000 come in to the refuge and 7,822 come in to the visitor center. I have three SCA students and now Laura is trying to help out in the Visitor Center but we are getting a tremendous amount of visitation. We have always seen our level of visitation follow Yellowstone and Glacier since we are located between these two parks. We are seeing a big bump in our visitation. We are holding on by our fingernails. Outside the bison herd, it is a priority but I am not comfortable closing the visitor center but I am really struggling with SCA student and Laura in a pseudo—position. We get a lot of visitation and we need help.

Will: We have a lot of conversations about the visitation and what is the future with no Bison Range and one with. Those are conversation we need to have but we have to think of all those opportunities we've had to hire terms last fall. The approval was there last fall and nothing happened. Will, Mike and I can sit down and figure out what the best approach is.

Jff. Thanks Will. It is really hard for me personally to take any annual leave. There is a big void if I'm gone and it's no reflection on the staff here but I just wanted to list my current staffing level. I think we've covered workforce planning now.

Jeff: Have there been any specifics related to the staff at NBR if you continue to propose this legislation? What potential VERA/VSIP would be available? What authority if any did you get for the NBR? What can you give them regarding their future?

Will: FWS isn't proposing legislation—we will support legislation. I've had conversations with everyone there and we might have opportunities with realignment. I don't remember if anyone said that they wanted VERA/VSIP. I think most wanted to still work for NBR. If that has changed then we need to come back up there and have another conversation. In any realignment we will give consideration to the employees there.

Jeff: There is a lot of the talk here in the community and we are the ones who dealing directly with questions, both at work and our personal lives. When it comes to the media the direction was that we refer all media inquiries to Anna but I'm a little uncomfortable with what the Tribes are reporting and it's frustrating to me and I don't feel I have the right to correct some of the misinformation that is out there in print and even in news stories. I'm looking for some strategy for responding because the FWS has not released anything in the media. We saw this meeting recently and the community is constantly getting information from the Tribes and I'm not sure if that was intentional or if there was strategy laid out in the com-plan. Why wasn't the FWS at the meeting the Tribes held? If they are supporting this where are they? People leave that meeting and days later come in to my office. This has put me in a touchy situation and I want to make sure we are all on the same page and if there is an agenda on the agency side, we need to know about that.

Noreen: Give me examples of this misinformation.

Jeff: Tribes claim that we are working under a plan developed for the 2009 AFA. We are not. That plan was an operational plan that was requested by the Tribes but the Tribes alleges that we are using their plan to operate the NBR. More examples. We also heard that there were no tribal members working at NBR. I'm looking around the table and there are at 4 members working here. We can see a division being created in this community FWS vs. CSKT. There is a lot of pressure and we're trying to stay above it but we're starting to see some very vocal groups making comments that are very concerning to me. If this transfer does not take place and I still have to maintain a relationship with this Tribe, my fear is that these relationship are being degraded because of the opposition. The longer this drags on, the more that we see the gauge on that pressure cooker jump.

Will: I can't imagine how you feel but it is tricky and I know it's important to give consideration to the employees and I'm sure it's there. I wish Anna were here and I'll follow up with her. The three levels I see this at is to send direct media responses to External Affairs. Sometime HQ leads and sometime RO leads. There are varying degrees of media control on issues. The goal still remains with Anna. Provide those questions from the public to us and we'll be happy to answer them. The personal level—you should feel free to explain what is going on at that level but we should handle the media. I don't want anyone to feel that they can't talk about NBR.

Jeff: It's a tough one when a reporter comes to me and I can only say a few things and then I can't cross a line. I think we need a list of FAQ from Anna. I have been trying to stay above this because I live in this community but if it doesn't I still have to maintain the relationship with this Tribe if I'm going to do my job and so the more I'm out of the media, I thought it was good, but now I'm seeing a lot of misinformation and now I don't know how to correct that with the current directive.

Will: I think you should get on the phone with Anna. You are definitely in a sensitive situation and I've been in that chair, it's not easy but let's just have a further conversation with Anna and see if we can get some information.

Jeff: I need some answers on the annual roundup and Will's email about not making any commitments on surplus animals until further notice. We are now at the point where Amy and myself are going to have to start talking to wildlife health and surplus animals and that is quickly followed by bid sheets. We do that in early August. There is a lot of pre-work we need to do to get ready and I need an answer pretty quick if we are going to have a roundup and surplus animals and know the disposition of those animals.

Will: I'd encourage Noreen to get up there. I have been accused of writing emails in haste. From a genetics standpoint what does it entail--it does not mean I have some plot in mind for excess animals. We are going to have a meeting with all our bison animal refuges and we need an MOU of how we are going to handle our excess animals across the country. So I will recommend that you proceed with the roundup. I'm sorry if something got lost in translation. There is no reason to not move forward.

Staff: Why wasn't the Service at the Tribal open house. We were told to avoid that. I'm just curious why the Service wasn't represented there

Will: I'm going to answer that by asking a question. I thought Jeff didn't want to have Service staff there in an official capacity. I thought it would be awkward for your staff.

Jeff: Really I thought that the participation should come from your level since I've been kept in the dark on this legislation—helping the Tribes to write it, etc.

Will: We can work on that in our conversation with Anna. There are a number of different forums and I didn't feel that this open house setup wasn't conducive to our participation. I don't recall any explicit asks from the Tribes for us to attend. Perhaps we should have?

Noreen: It is my understanding that the delegation asked the Tribe to do the meeting for the Tribes to share information on their legislation and how they would proceed if it were passed. I think it was sharing information and not so much a purpose for the Service.

Jeff: ok, that clarifies it. So there was no request from the Tribes to attend this meeting. I just questions from the attendees due to terms that this is the "FWS proposal" and we aren't there.

Staff: I was wondering if you all have read the draft legislation and what you think about the 2 year transition period?

Will: I think that the two year transition period is something the Tribes feel is an acceptable amount of transition time because the operation you have I think it is their desire and what that looks like I can't tell you. It is unclear because of the court action we feel that we ought not to have conversation about transition. We have not had any calls about transition because of the litigation. We are in a wait and see period on the transition.

Jeff: When I came across this on the agenda there is some effect of the lawsuit on this process? We think the transition discussions would be presumptive and could be construed as support from us.

Noreen: The advice from the SOL since the lawsuit had been filed.

Staff: It would be interesting if refuge personnel becomes one of those resources identified in the bill.

Will: We've never had the staff be part of the dialogue.

Staff: Honestly Will the realignment strategy was disheartening for me. The NBR was blatantly disregarded and maybe you are seeing things a little different than I am on where this staff will be placed but I'd like to see that through your eyes on where this staff will fit.

Will: I'm hearing this from other too. When we met back in Missoula we talked about NBR and kept the NBR out—we all agreed. But now I do want to include a future with and without NBR. What are those positions and what are our highest priorities under those scenarios? There are bound to be exceptions to the planning effort that relate to the NBR staff. There are only so many of those skill sets that apply and some will fit and some will not. Regardless, we have made a commitment for each of you to stay in that community.

Staff: I'll just reiterate that you have a staff here who plans not to move and I don't understand why we weren't given consideration as to why we were excluded from any workforce planning. I also want to emphasize that I am constantly getting questions from colleagues and the council.

Staff: I think what is and is not being done reflects an attitude of leadership towards this staff.

Will: We certainly aren't condoning what is being said about NBR but what I can do is lay that out with my management team that this isn't to be tolerated.

Staff: We really haven't heard anything new today and we've heard a lot of I don't know. We've been stuck for years and we don't see any end in sight. How can we stay in this forever? We've been dealing with this limbo for the 15 years I've been here and we're tired and need some help. I'm hearing that we just have to accept this limbo and we don't know what our future is but that's not right to let your employees go on like this.

Will: I hear your frustration and regardless of what happens the NBR will have to be part of the workforce planning efforts and be considered along with other regional priorities. With this legislation, we don't know when it will end or how long it will take. That is just a reality but we do plan to have a future with the NBR but we also know that you may not get every position replaced that you had when this whole thing started (prior to the first AFA).

Jeff: We don't expect to have every positions that was here back in 2003 but just this last September you offered 8 positions to CSKT so if the positions are needed in an AFA to operate this refuge, why aren't they needed when the Service is managing the range?

Will: We'll have to look at the positions that are open in the light of workforce planning. Perhaps a large ungulate biologist could be placed there that would not be affected by this legislation—it would be a regional position.

Noreen: I will expect Will and Mike to work with you on details to try and fill the gaps and help in the meantime but you definitely need to prioritize and I would even suggest that perhaps you do not need to keep the visitor center open right now.

Jeff: We have reprioritized over and over and we are not down to the bone—we are in to the marrow. A huge part of what we do here is working with the public. That's important to the community as well. Our visitors love the National Bison Range and I stand by my decision to keep the visitor center open.



King, Jeff <jeff_king@fws.gov>

Refuge Realignment - NBR Dilemma

4 messages

Sullivan, Gary <gary_l_sullivan@fws.gov>

Mon, Apr 18, 2016 at 10:22 PM

To: Jeff King <jeff_king@fws.gov>

Cc: Rob Bundy <rob_bundy@fws.gov>

Jeff:

I wanted to follow up on our discussion (commiserating) on the future of the NBR last week. I thought a lot about the situation you find yourself in over the weekend and keep coming back to the same dilemma... the future of the NBR will likely remain unknown for the foreseeable future. This is particularly true given what I'm hearing about the potential for this to become a campaign issue for Senator Tester's re-election campaign. Yet every realignment proposal being discussed will be significantly impacted by the what ultimately happens with the NBR.

So I've had too much Crown Royal tonight but thought I'd throw out a few thoughts for you to chew on. As I mentioned, I really don't think NWR program staff (Realty, PFW, etc) can tell Refuge PL's how to staff their field stations. Having said that, I've certainly never been shy of voicing my opinions based on working with almost all the Refuge field stations in MT over the last 30 years. As you know, none of the options are good for you and your staff. Like I said... you are truly between a rock and two hard places. Our leadership is unlikely to give you any new staff until the situation is resolved, and even if they did, would any good qualified applicants even apply for a position given the track history of how the Service has treated the staff at NBR?

Anyway, you won't hurt my feelings if you tell me that the attached is nothing but nonsense. I'm including Rob on this email as it would significantly impact him and his staff. I think we all recognize that there are no good options right now and none likely for the foreseeable future. So we're forced to make lemonade out of lemons. I do know that you and your staff simply can't continue to manage everything that needs to be done in the NBR Complex. Hence the need to split up some of the responsibilities on a temporary basis until there is some resolution on the future of NBR.

I apologize for not getting this to you sooner but this just continued to eat at me over the weekend. I had a meeting in Bozeman today and the windshield time only fueled more thoughts on this whole realignment debacle. I didn't want to spring this on you or Rob at the meeting and will not bring it up unless you fully support such a discussion. Obviously this is only one piece of the puzzle for the Mountain Zone realignment but it's an important one from my perspective.

I'll stop rambling at this point as the Crown is beginning to cloud my judgement! Give me a call on my cell tomorrow (406-799-2918) if you want to discuss before Wed. Thanks Jeff and Rob...

Gary

**Mountain Zone Realignment - NBR Dilemma.docx**

18K

Sullivan, Gary <gary_l_sullivan@fws.gov>

Tue, Apr 19, 2016 at 6:04 AM

To: Jeff King <jeff_king@fws.gov>, Rob Bundy <rob_bundy@fws.gov>

Jeff and Rob:

I wanted to follow-up with a couple things that I forgot to mention last night in my fog of Crown Royal. Again, I want to reiterate that you guys know the specific staff needs of your stations better than anyone. I realize that under Scenario 2, Benton Lake would need to add some additional staff (at a lower grade) to handle the increased workload of managing Lost Trail and the WMD portion of the NBR Complex.

Rob, I would think at a minimum you would need to refill the GS-5/7/9 Wildlife Refuge Specialist (Vice Graham) position for the Benton Lake WMD and would likely need another WMD type position to assist with the workload of the Lake and Flathead County WPA's, Ninepipe NWR and Pablo NWR. Ideally that position should be located in the local area. While it could be stationed at Lost Trail, it would be more effective if the person was embedded in the community (much like Kevin Ertl). This becomes a bit of a logistical issue if in fact we have no Service facility left at the NBR headquarters. The Service did have the NBR WMD GS-11 Refuge Manager (Ray Washtak) stationed at Creston National Fish Hatchery from 1981 -2000 (prior to the acquisition of Lost Trail) who managed the Flathead County WPA's and Swan River NWR.

In addition, the idea of making Lost Trail a training refuge at the GS-11 level is something that I think is lacking in Region 6. While this may not be the best location from a logistical standpoint, management issues are not very complex... ie., no significant water management, no existing grazing management, limited public use at the Refuge proper, etc. Obviously if we started with a blank canvas we wouldn't have two Biologists there (I know that resulted from a personnel issue at CMR) and likely wouldn't need a GS-12 Refuge Manager. Of course this assumes that Benton Lake will effectively take over the Flathead County WPA responsibilities.

Jeff obviously you know what you would need to have an adequate staffing level under Scenario 3. You've lost so many positions that I can't even remember what your org chart looked like! Nonetheless, I suspect you'll never get back to your full staffing levels should we finally part ways with the CSKT. Anyway, I was notably short on details when it comes to crunching the numbers and FTE's at NBR.

Again guys, I have no interest in even bringing up this discussion unless both of you support the idea. I guess I'm afraid that in the absence of an offense, that we're leaving all the decisions up to our Regional leadership who I would argue don't have the knowledge of what is needed for the NWRS in Montana. Thanks for listening...

Gary

[Quoted text hidden]

 **Mountain Zone Realignment - NBR Dilemma.docx**
18K

Rob Bundy <rob_bundy@fws.gov>
To: "Sullivan, Gary" <gary_l_sullivan@fws.gov>
Cc: Jeff King <jeff_king@fws.gov>

Tue, Apr 19, 2016 at 8:17 AM

Hey Gary and Jeff,

Jeff and I have talked about elements of this concept and I was trying to catch him yesterday to see if the easement admin concept was still something he was amenable to. As for Lost Trail, I think the discussion actually went the other direction (NBR would oversee Lost Trail and assist with Mgmt needs on Swan River. I see merit in your proposal and agree with the embedded employee concept, but Jeff needs to think about Lost Trail and what his long term goals are there.

As for the easement admin component, I am willing to downgrade my DPL to a 9/11 to make the district mgr upgrade essentially a wash. Still a lot of discussion necessary but I am certainly open minded at this point.

See you tomorrow,

Rob

Sent from my iPhone

[Quoted text hidden]

<Mountain Zone Realignment - NBR Dilemma.docx>

Gary Sullivan <gary_l_sullivan@fws.gov>
To: Rob Bundy <rob_bundy@fws.gov>
Cc: Jeff King <jeff_king@fws.gov>

Tue, Apr 19, 2016 at 11:06 AM

No worries Rob... I knew you guys had discussions about where Jeff and his staff would "land" should we get evicted from the NBR. While I wouldn't bet my house on it, I'm fairly confident that Jeff will be finishing his career at NBR. It may

not be under the best circumstances... a skeleton staff who individually may continue to jump off the sinking ship... leaving Jeff to be the sole captain. I hope I'm wrong Jeff!

Nonetheless, my proposal under Scenario #2 assumes that if we divest of the NBR and Jeff ultimately retires in place as the last man standing ("Litigation and Transition Manager"), that we flatten the grade structure of our org chart in western MT (one of the principle goals of the realignment effort).

That being said, I think we'd all agree that if we closed the doors of NBR tomorrow and didn't have to find new positions or office facilities for the displaced staff, it would be hard to justify the creation of a Western MT complex with a stand alone Project Leader (GS-14 or even lower grade). This is particularly true given that the Benton Lake PL position was upgraded to a GS-14 in 2007 largely on the basis of adding Lost Trail & Swan River NWR's and Flathead County WPA's to the Complex. I can speak with some authority on that issue as I was the Acting Benton Lake PL for 8 months before Kathy Burchett's arrival. I worked on rewriting the PD to upgrade the position to a GS-14 and was directed by Rick Coleman to absorb that part of the NBR Complex into the the Benton Lake WMD.

I think we all recognize that the logistics of managing Lost Trail NWR and the Flathead Lake WPA's from Great Falls is challenging. But these are challenging times. My point being, if we close the doors of NBR and assume that oversight and management of Lost Trail and Flathead County WPA's goes back to Benton Lake, can we really justify a stand alone PL to manage Ninepipe and Pablo (overlay) NWR's and the Lake County WPA's and easement program? I can't see how that could be justified if we truly want to reduce senior level positions. Again this assumes that Jeff stays at NBR to ride the ship until it goes under water or hopefully to rebuild a full stand alone unit of the NWRS.

What I see happening is the temptation to create a new Western MT Refuge Headquarters given that we happen to have a bunch of empty buildings sitting at Upsata Lake with no 126X dollars to maintain them. In my opinion this location makes no sense for future management of lands in Flathead and Lake Counties. It reminds of that Kevin Costner movie... "build it and they will come". That's not a good strategy given our current budget dilemma.

Anyway, I've very sensitive and sympathetic to Jeff's situation. I can only hope that the Service makes the right decision and keeps the NBR as an important part of the NWRS. I hope you guys take my thoughts and opinions in the constructive way that they're intended.

Best,

Gary

Sent from my iPhone

[Quoted text hidden]

Mountain Zone Realignment – National Bison Range Dilemma

Scenario 1 – Status Quo (continued uncertainty about the future of the National Bison Range):

- Retain current staffed positions at NBR and focus solely on primary management priorities associated with fenced wildlife management and visitor services at the headquarters portion of the complex.
- Benton Lake NWR/WMD Complex would provide assistance to the NBR to “bridge” the staffing and management needs of the NBR Complex until final resolution on the situation (this would incorporate portions of Bob Barrett’s collaborative service center concept). Specifically Benton Lake would assume responsibility for:
 - 1) Benton Lake Project Leader provides supervision and oversight of Lost Trail NWR and the Flathead County WPA program (much like it was previously did from 2007 – 2012).
 - 2) Benton Lake WMD Manager would assume responsibility for administration and enforcement of the Mission Valley conservation easement program (Lake County). Assistance would also be provided by the new Benton Lake LEO.
 - 3) Benton Lake NWR/WMD Complex staff (including the WMD Manager, Refuge Biologist, Wildlife Refuge Specialist in Helmsville and Maintenance Worker) would assist NBR staff with management duties or projects as needed at Ninepipe NWR, Pablo NWR, Lost Trail NWR and Flathead County WPA’s.

Scenario 2 – Legislative Divestiture of the National Bison Range

- This is likely to be a complex process that involves a gradual transition over several years instead of an abrupt transfer to the Bureau of Indian Affairs. It will undoubtedly involve litigation and politically remains highly speculative at this point.
- The NBR Project Leader would remain in place to provide oversight for the transfer (and likely litigation). The Service would then work to find acceptable lateral transfers for the remaining NBR staff.
- Benton Lake NWR/WMD Complex would permanently absorb Lost Trail NWR, Flathead and Lake County WPA’s, and Mission Valley conservation easement program. No new Western MT Super Complex would be established. Lee Metcalf and Red Rock Lakes NWR would remain “stand alone” stations.
- The Benton Lake PL position would remain at GS-14 and the WMD Easement Manager would be elevated to a GS-13 position. The Benton Lake Refuge Biologist (GS-12) would assume additional duties associated with providing biological assistance to the Lost Trail NWR staff.
- Lost Trail NWR would transition to an “entry level training refuge” for first time NWR Project Leaders in R6. Obviously this would occur as existing staff retire or transfer so that ultimately the station org chart would include a GS-11 Refuge Manager, WG-7 Maintenance Worker, GS-5/6/7 Bio Tech and possible seasonal technician(s).

There are continuing law enforcement needs here mainly associated with the Flathead County WPA's as well as the fall hunting season at Lost Trail (5 weeks). However past experience has shown that the workload isn't sufficient to support a full time LEO. Obviously the law enforcement needs can't routinely be met by the Benton Lake LEO staff person in Great Falls. Further discussion of a shared position(s) or some cooperative LE arrangement with Forest Service, Montana FWP, etc is needed.

Scenario 3 – National Bison Range remains under Service management as part of the NWRS

- The NBR would resume full management responsibility for the entire complex including Ninepipe NWR, Pablo NWR, Lost Trail NWR, Flathead and Lake County WPA's, and the Mission Valley conservation easement program.
- Staffing would be slowly increased back to sufficient levels based on availability of funds and eliminating FTE's from lower priority field stations. Benton Lake NWR/WMD would continue to provide management assistance until adequate NBR staffing was in place.

From: [Noreen Walsh](#)
To: [Will Meeks](#)
Subject: Re: ATTORNEY CLIENT PRIVILEGED WORK PRODUCT - NOI
Date: Tuesday, December 06, 2016 6:54:39 AM

I have a quick question. Will you be in the office this morning?

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

On Dec 5, 2016, at 2:22 PM, Will Meeks <Will.Meeks@fws.gov> wrote:

Cynthia and Ann,

Lori asked I send this to begin discussion on the NOI. Perhaps this will be useful for tomorrow's discussion? 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)

<NBR draft NOI--revised attorney client privileged work product.doc>

From: [Will Meeks](#)
To: [Noreen Walsh](#)
Subject: Re: ATTORNEY CLIENT PRIVILEGED WORK PRODUCT - NOI
Date: Tuesday, December 06, 2016 8:03:14 AM

I'm at the airport. Just got here. Received your message.

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 6, 2016, at 6:54 AM, Noreen Walsh <noreen_walsh@fws.gov> wrote:

I have a quick question. Will you be in the office this morning?

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

On Dec 5, 2016, at 2:22 PM, Will Meeks <Will.Meeks@fws.gov> wrote:

Cynthia and Ann,

Lori asked I send this to begin discussion on the NOI. Perhaps this will be useful for tomorrow's discussion? 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)

<NBR draft NOI--revised attorney client privileged work product.doc>

From: [Salem, Brian](#)
To: [Will Meeks](#)
Subject: Fwd: Extremely Close Hold- NOI
Date: Tuesday, December 13, 2016 12:35:37 PM
Attachments: [NBR draft NOI--revised attorney client privileged work product BMS121316.doc](#)

FYI

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

From: **Salem, Brian** <brian_salem@fws.gov>
Date: Tue, Dec 13, 2016 at 12:35 PM
Subject: Extremely Close Hold- NOI
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

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.

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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

From: [Blenden, Mike](#)
To: [Bernie Petersen](#)
Cc: [Will Meeks](#)
Subject: Fwd: NBR Amendment to Realignment
Date: Thursday, December 15, 2016 3:01:49 PM

Sorry Bernie. I meant to include you on this.

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

From: **Blenden, Mike** <mike_blenden@fws.gov>
Date: Thu, Dec 15, 2016 at 3:01 PM
Subject: NBR Amendment to Realignment
To: Will Meeks <will_meeks@fws.gov>

Will,

I naively thought amending the realignment strategy to include NBR was a simple task. I thought we could do it by just adding a few positions. In reality we are adding a few positions plus adding all the positions currently encumbered. Also I need to go back to Rob and tease out which positions should be dedicated to Benton Lake.

I think for this revision of the realignment (due today) we need to state the need to consider a future condition including NBR and state a 2017 transition priority to work out details.

I have a staffing plan that will work for NBR but I'm hesitant to including it in this revision. It needs vetting.

Let me know if you have better ideas.

Mike

--

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

--

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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John F. Kennedy

From: [Will Meeks](#)
To: [Bernie Petersen](#)
Subject: Fwd: NBR Amendment to Realignment
Date: Wednesday, January 04, 2017 12:03:41 PM

Let's talk about 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)

Begin forwarded message:

From: "Blenden, Mike" <mike.blenden@fws.gov>
Date: December 15, 2016 at 3:01:00 PM MST
To: Will Meeks <will_meeks@fws.gov>
Subject: NBR Amendment to Realignment

Will,

I naively thought amending the realignment strategy to include NBR was a simple task. I thought we could do it by just adding a few positions. In reality we are adding a few positions plus adding all the positions currently encumbered. Also I need to go back to Rob and tease out which positions should be dedicated to Benton Lake.

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Let me know if you have better ideas.

Mike

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303-710-7934 cell

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John F. Kennedy



Mize, Aaron <aaron_mize@fws.gov>

*****Close Hold*****

2 messages

Salem, Brian <brian_salem@fws.gov> Fri, Dec 16, 2016 at 6:07 PM
To: Jillian Cohen <jillian_cohen@fws.gov>, Aaron Mize <aaron_mize@fws.gov>, Ross Alliston <ross_alliston@fws.gov>

Close-HoldHi Guys!!!

I sent you all a calendar invite for Monday. Here is the document I will discuss with you all. I created all of the supporting documents and have uploaded them in DTS and also prepared the routing (FR00002805). Sara did us a huge favor and already reviewed. We just sent the materials one-day delivery so they should be to Falls Church on Monday. Thanks so much for your help with this one!!!!

Have a great weekend!!!

 **NBR draft NOI--revised attorney client privileged work product_BMS121316 sp12-13-16_BMS121616_ correctspacing.doc**
46K

Alliston, Ross <ross_alliston@fws.gov> Mon, Dec 19, 2016 at 9:06 AM
To: "Salem, Brian" <brian_salem@fws.gov>
Cc: Jillian Cohen <jillian_cohen@fws.gov>, Aaron Mize <aaron_mize@fws.gov>

Brian:

1. No need to send hard copies - we can print off DTS.
2. Routing is close - I'll fix it. FYI there's a predefined routing process in DTS for CCP Federal Register notices.
3. Things you have that we do not need in HQ DTS package:
 - Briefing Statement for Director (Should be Information Memorandum for the Secretary -see below)
 - Note to Reviewer
 - Letter to OFR
4. Things we do need in HQ DTS package:
 - FR Cover sheet (you got this)
 - Signed copy of NOI
 - Solicitor's surname
 - Information Memorandum for the Secretary, which includes a Conflict Assessment.

If a potential conflict is identified (likely in this case?), then we'll also need:

- Press release
- Outreach plan
- Q&As

3/15/2017

DEPARTMENT OF THE INTERIOR Mail - ***Close Hold***

I refer you to the recent NOA for the final CCP for Silvio O. Conte for good examples/templates for all of the above. It's in DTS at FR00002790, I've also attached a copy of the Conte Secy's info. memo.

PS - If you can let Toni Griffin in on the "close hold" she knows how to do all of this stuff.

PPS - Is there any reason not to cover the Bison Range satellites (Pablo, Nine Pipe, others?) in the same CCP?

[Quoted text hidden]

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 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 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 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, 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.

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



Mize, Aaron <aaron_mize@fws.gov>

Extremely Close Hold- NOI

2 messages

Salem, Brian <brian_salem@fws.gov>
To: "Prigan, Sara" <sara_prigan@fws.gov>
Cc: Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>

Tue, Dec 13, 2016 at 2:35 PM

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

Prigan, Sara <sara_prigan@fws.gov>
To: "Salem, Brian" <brian_salem@fws.gov>
Cc: Aaron Mize <aaron_mize@fws.gov>, Jillian Cohen <jillian_cohen@fws.gov>

Tue, Dec 13, 2016 at 3:13 PM

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*

[Quoted text hidden]

NBR draft NOI--revised attorney client privileged work product_BMS121316 sp12-13-16.doc

3/15/2017

DEPARTMENT OF THE INTERIOR Mail - Extremely Close Hold- NOI



51K

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.

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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.

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Noreen Walsh,
Regional Director,
U.S. Fish and Wildlife Service,
Denver, Colorado

Date



Rupert, Jeff <jeff_rupert@fws.gov>

Talking Points

2 messages

Neu, Leslie <leslie_neu@fws.gov>

Mon, Mar 6, 2017 at 4:15 PM

To: Jeff Rupert <jeff_rupert@fws.gov>, Shannon Smith <shannon_smith@fws.gov>

Consolidated Talking Points for...

- 75th Battle of Midway Commemoration
- Proposed Hunt/Fish Draft Rule
- National Bison Range
- Alaska Predator Rule
- Monarch Conservation (may need more consolidation)

 [Talking Points.docx](#)

—
Leslie Neu, Policy Intern
US Fish & Wildlife Service
National Interagency Fire Center
Boise, Idaho
(573)-999-1925 Cell

Smith, Shannon <shannon_smith@fws.gov>

Mon, Mar 6, 2017 at 4:26 PM

To: "Neu, Leslie" <leslie_neu@fws.gov>

Cc: Jeff Rupert <jeff_rupert@fws.gov>

Leslie,

Thanks so much for pulling these together. From the looks of it, there's not much left to do. We'll incorporate the Partners 30th Anniversary info (likely first thing tomorrow) and put finishing touches on it for Cynthia to look over.

Much Appreciated,
Shannon

On Mon, Mar 6, 2017 at 4:15 PM, Neu, Leslie <leslie_neu@fws.gov> wrote:

Consolidated Talking Points for...

- 75th Battle of Midway Commemoration
- Proposed Hunt/Fish Draft Rule
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 [Talking Points.docx](#)

—
Leslie Neu, Policy Intern
US Fish & Wildlife Service
National Interagency Fire Center
Boise, Idaho
(573)-999-1925 Cell

--

Shannon N. Smith (aka Shannon N. Stutzer-Smith)
Deputy Chief
Division of Natural Resources & Conservation Planning
U.S. Fish & Wildlife Service, National Wildlife Refuge System
Office: 703-358-2106
Email: shannon_smith@fws.gov

75th Battle of Midway Commemoration

On June 5, 2017 U.S. Fish and Wildlife Service, in collaboration with the U.S. Navy, will host a joint livestream event to honor the Battle of Midway veterans who fought valiantly 75 years ago to defend the America in the turning point of WWII in the Pacific. Mainland location and focus for Navy for livestream will be USS Midway. Island location and focus for FWS will be Midway Atoll.

Day of Commemoration Locations

Midway Atoll	USS Midway - San Diego
National Naval Aviation Memorial - DC	Pearl Harbor - Honolulu
National Naval Aviation Museum - Pensacola	Discovery Center - Hilo
National WWII Museum - New Orleans	

Proposed Draft Hunt/Fishing Openings Rule

The agency is proposing to expand hunting and fishing opportunities at 10 National Wildlife Refuges (NWR). The draft proposed rule includes openings for migratory bird, upland game, big game and sport fishing opportunities in 5 Regions and 8 states (Oregon, Oklahoma, Wisconsin, Minnesota, Indiana, Georgia, South Carolina, and North Dakota).

Moose hunting is being proposed for the first time at Upper Souris and Des Lacs NWRs in North Dakota. The proposed rule also includes opening sport fishing for the first time at Siletz Bay NWR on the coast of Oregon.

In addition to openings, the proposal modifies existing refuge-specific regulations on 34 NWRs. The agency anticipates a release date of May 15, 2017 of the proposed rule to the Federal Register.

National Bison Range

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 be included 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.

Alaska Predator Rule

In response, on January 13, 2017 the State of Alaska filed suit against then Sally Jewell, Secretary of the Interior, Gregory Siekaniec, Alaska Regional Director, United States Fish and Wildlife Service, Dan Ashe Director, United States Fish and Wildlife Service and the corresponding National

Park Service Director and Alaska Regional Director claiming the federal rules “regulations unlawfully preempt the State’s authority to manage wildlife resources and adversely affect subsistence and non-subsistence hunting rights protected under federal laws.”

Recent Update

On February 16, 2017 the House voted 225-193 to pass H.J.Res. 69 and disapprove of the Service’s August 2016 “Predator Rule.” (10 Republicans voted against the resolution of disapproval, 5 Democrats voted for the resolution of disapproval) The bill now awaits possible consideration in the Senate (it is uncertain whether Senate Leadership will devote floor time to take the bill up before the CRA clock runs out).

Monarch Conservation

NRCS/FWS Monarch Partnership

In December 2016 the Service released the *Monarch Butterfly Conference Report-A collaboration of the Natural Resources Conservation Service and U.S. Fish and Wildlife Service*. While not a protected species under the Endangered Species Act, NRCS is using the conference to provide landowners with the predictability of knowing that the conservation actions they take now for the Monarch butterfly will be in compliance with the ESA should the monarch butterfly be listed.

Service Accomplishment Highlights:

- The Service restored or enhanced over 330,000 acres of habitat for monarchs and other pollinators on both private lands and Service owned or managed lands in 2016. Although this total was more than double our annual target of 160,000 acres, this target will be retained for 2017.
- The Service has prioritized \$4 million in funding for Monarch conservation in 2017 with plans to maintain this commitment through 2020.
- The States will be provided an update on the Service’s Species Status Assessment (SSA) for monarchs. A settlement has been reached with litigants requiring the Service to make a listing decision on the monarch by June 2019.
- The National Fish and Wildlife Foundation (NFWF) recently announced the availability of \$3.7 million for projects in 2017 through the NFWF Monarch Butterfly Conservation Fund. Federal and state agencies are eligible for grant funds within two primary areas, 1) increase the quality, quantity and connectivity of habitat, and 2) enhance coordination and capacity of monarch conservation efforts. Pre-proposals are due march 13.

30th Anniversary for the Partners for Fish and Wildlife

- Partners for Fish and Wildlife is the Service's flagship voluntary private lands restoration program that is celebrating its 30th anniversary in 2017.
- PFW has completed 61,165 habitat restoration and enhancement projects in partnership with more than 48,000 private landowners since 1987. Together, we've restored more than 4,560,000 acres of uplands, 1,253,000 acres of wetlands and 13,119 miles of streams and shorelines.
- Of those, over 35,000 acres and over 81 stream miles has been done in partnership with Tribes in 29 different states.

Talking Points 2017

- With partner input, including NGO, other federal agencies, states & tribes, the program prioritizes conservation work by developing 5 year strategic plans highlighting regional focus areas.
- To commemorate the anniversary of the PFW program, outreach events have been planned including: Headquarters PFW Program “Open House”, Congressional communications, Private Lands Partners Day in DC and 30th Anniversary “All Staff” meeting in the Prairie Pothole Region of the United States



BRIEFING PAPER

TITLE: National Bison Range

I. SUMMARY

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 into trust of a refuge long ago carved out of tribal lands. This is an ongoing process that will require Congressional approval.

II. CURRENT STATUS

National Bison Range (NBR) was created by Congress in 1908, and as such, management changes would require Congressional Action. The CSKT have drafted proposed legislation for consideration by the Montana delegation. This proposed legislation was shared publicly and the CSKT initiated a public engagement process that included opportunities for interested individuals to provide comments and attend a public meeting regarding the proposal. All comments received have been posted online (www.bisonrangeworkinggroup.org). The CSKT revised their draft legislative language to incorporate comments they received and provided a copy of the revised draft legislative text to the Director of the U.S. Fish and Wildlife Service. To date, no legislation has been introduced in Congress regarding this or any other proposed transfer of the lands comprising the National Bison Range.

III. EXTERNAL INTEREST

There is extensive external interest in the proposal to transfer the lands comprising the National Bison Range into trust for the benefit of the CSKT. The Montana Congressional Delegation has not introduced legislation and therefore has not formally take a position on the transfer. The local counties (Lake and Sanders County) would like to see the legislation include a mechanism for the counties to continue to receive revenue sharing funds. Conservation NGOs have been both in support and in opposition to the proposed legislative language and overall transfer of management.

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