

**From:** [Matt Kales](#)  
**To:** [Matt Hogan](#)  
**Subject:** FW: tasking; 2014 WGA Sage-Grouse Inventory  
**Date:** Friday, January 09, 2015 3:09:31 PM

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I don't plan to respond to Marla's most recent message.

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**From:** Matt Kales [mailto:[matt\\_kales@fws.gov](mailto:matt_kales@fws.gov)]  
**Sent:** Friday, January 09, 2015 3:08 PM  
**To:** Michael Thabault  
**Cc:** Nicole Alt  
**Subject:** tasking; 2014 WGA Sage-Grouse Inventory

I don't have the time or the interest to get into a back and forth on this. I don't expect you do, either.

Our original communications model entailed Theo, Anna and Dan working together as a high-efficiency, high-output unit to address all GrSG communications needs, proactive and reactive. That's how we sold this to the RDs, who sold it to Dan, who got the money for these positions. That model is working – well – and as recently as an hour ago another ARD-EA in GrSG range confirmed same.

I am concerned that adding the below layer will slow down, complicate and undermine the model we have in place and so don't plan to change my approach unless/until you, or Noreen, indicate otherwise.

In all of this, I feel like we are putting one of the best PAOs I've worked with in my career in a tough spot: every time we ask Theo to do something he's getting dinged by his boss for being responsive which, per the above, is exactly what he was hired to do.

I am hopeful that folks above my pay grade can bring some logic and resolution to this issue, which will only get worse as we ramp up for our decision point and HQ, DOI and the White House will all want to engage on communications.

Thanks.

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**From:** Marla Trollan [mailto:[marla\\_trollan@fws.gov](mailto:marla_trollan@fws.gov)]  
**Sent:** Friday, January 09, 2015 2:48 PM  
**To:** Matt Kales  
**Cc:** John Bryan; Michael Thabault  
**Subject:** Re: GRSG: tasking; 2014 WGA Sage-Grouse Inventory

Matt--it's relatively straightforward. We just need you to go through us first and we can task it out appropriately both on our staff and with the other EA ARDs.

Marla Trollan  
Assistant Regional Director  
External Affairs

Mountain-Prairie Region  
U.S. Fish and Wildlife Service  
303-236-4510

On Jan 9, 2015, at 12:22 PM, Matt Kales <[matt\\_kales@fws.gov](mailto:matt_kales@fws.gov)> wrote:

Marla,

This is a tasking coming directly from the RD's office and the ARD-ES, copied here. My job is to execute the RD's direction on all aspects of sage-grouse conservation (including communications), in close concert with Mike, his folks, and program leadership across sage-grouse range. That's what we are doing with the current tasking, and with all the items we task to Theo and his team of regional GrSG PAOs.

If you want to establish a new communications protocol per the below, please take that up with Noreen and Mike and the other program ARDs. I'll happily comply with whatever protocol you all establish. In the meantime, I will continue to keep you, and John now that you indicate same, looped on all tasking and related information and ask you please do me, and the program ARDs, the same courtesy.

Thanks.

Matt

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**From:** Marla Trollan [mailto:[marla\\_trollan@fws.gov](mailto:marla_trollan@fws.gov)]  
**Sent:** Friday, January 09, 2015 12:07 PM  
**To:** Matt Kales  
**Cc:** John Bryan  
**Subject:** Re: GRSG: tasking; 2014 WGA Sage-Grouse Inventory

Matt--please run these requests through me and John before going directly to Theo. As you know, I need to have close coordination with the other ARDs and I also need to start prioritizing the GRSG comms workload. I have a GS13 starting that will come on board in the coming months to provide additional support. Thanks

Marla Trollan  
Assistant Regional Director  
External Affairs  
Mountain-Prairie Region  
U.S. Fish and Wildlife Service  
303-236-4510

On Jan 9, 2015, at 10:34 AM, Matt Kales <[matt\\_kales@fws.gov](mailto:matt_kales@fws.gov)> wrote:

Theo,

We can talk more on this when we connect later today, but to give you

some context and get you/all going on this:

The past several years, WGA has produced a report documenting GrSG conservation efforts across the range. We've typically reviewed drafts of that report and provided comments. This year, WGA is employing a slightly different (broader) approach, as described in the below message and the attached cover letter.

While this item has not been controlled or assigned to us (yet), we expect it is pending and want to get going since the submittal date is coming up and, clearly, we'll want to respond to WGA and contribute data to the report.

The folks copied here huddled yesterday and, based on Pat's initial read/recommendations, ask that you, together with the EA GrSG PAOs and with technical assistance from ES and NWRS/PFW, please take the lead on developing FWS' response for leadership to review. We recommend simple (NTE 1 paragraph) responses to each of the core questions). For example:

1. what are the efforts FWS is taking for conservation? - a short statement regarding refuge management, private lands conservation (both PFW and CCAAs), and working with our federal and state partners on RMPs and related conservation efforts. Nothing detailed on the latter as the other federal agencies and the states will be providing most of this. We probably want to hit our funding of Ken Mayer and his group, any additional science funding or tribal partnerships we can identify, as well as our role in various fire-invasive work, including Battalion Pro. I defer to this group if we want to reference the CED and its role as a living, spatially-explicit repository of conservation efforts.
2. how are we ensuring support for voluntary conservation efforts? – further discuss our push to put boots on the ground to deliver CCAAs; continue to invest in private lands restoration via PFW; continue to support SGI/SWAT.
3. plans in the future - a short summary of our commitment as an agency to long-term sagebrush ecosystem conservation, with emphasis on landscape conservation and the importance of getting it right for GrSG and by extension other sagebrush obligates/dependents. This ties back to numbers 1 and 2.

A subset of this group can have a follow-on conversation about the best process for review/surname. In the meantime, please let us know if you have any immediate questions. Thanks in advance for your time on this.

Matt

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**From:** Katie Kalinowski [mailto:[kkalinowski@westgov.org](mailto:kkalinowski@westgov.org)]  
**Sent:** Tuesday, December 09, 2014 10:38 AM  
**To:** Dan Ashe ([d\\_m\\_ashe@fws.gov](mailto:d_m_ashe@fws.gov))  
**Cc:** [roslyn\\_sellers@fws.gov](mailto:roslyn_sellers@fws.gov); Thomas Irwin; Noreen Walsh ([noreen\\_walsh@fws.gov](mailto:noreen_walsh@fws.gov)); Michael Thabault ([michael\\_thabault@fws.gov](mailto:michael_thabault@fws.gov)); [pat\\_deibert@fws.gov](mailto:pat_deibert@fws.gov); [nicole\\_alt@fws.gov](mailto:nicole_alt@fws.gov); Matt Kales; Wiechman, Lief  
**Subject:** 2014 WGA Sage-Grouse Inventory

Dear Director Ashe,

The Western Governors' Association (WGA) is collecting data for our fourth annual *Inventory of Conservation Initiatives for Sage-Grouse*. The attached letter from the Governors describes this effort in greater detail.

Unlike previous inventories which documented only state and local conservation efforts, for the 2014 inventory we are asking for input from a wider range of public and private stakeholders including federal agencies, industry, nonprofits and tribes.

You are asked to please respond with your inventory data by **Wednesday, January 14, 2015** to [kkalinowski@westgov.org](mailto:kkalinowski@westgov.org) for inclusion in the 2014 inventory. For more information, feel free to view the 2013 WGA *Inventory of Conservation Initiatives for Sage-Grouse* [here](#). Please do reach out should you have any questions and thanks in advance for your critical participation in this effort.

Best regards,  
Katie

**Katie Kalinowski**

*Policy Advisor*

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<FWS\_LTR\_SG Inventory\_Cover Letter\_FINAL.pdf>

<Inventory Questions\_FWS\_FINAL.pdf>