

Forest Carnivore Monitoring in the Southwestern Crown of the Continent:

2015 Progress Report (Wolverine Summary)

Introduction: In the winter of 2012, members of the Southwestern Crown Collaborative (SWCC) Wildlife Working Group began systematic, landscape-scale carnivore monitoring efforts within the Southwestern Crown-of-the-Continent (SW Crown) landscape (Figure 1). A previous report (available here: <http://www.swcrown.org/wp-content/uploads/2015/01/2012-2014-SWCC-Carnivore-Monitoring-Report-Final1.pdf>) summarized monitoring efforts from the first three winters, 2012-2014, and this report adds results from the winter of 2015. This monitoring project was designed to provide a baseline of the current distribution of the focal species in the SW Crown and to allow for tracking changes in that distribution over time.

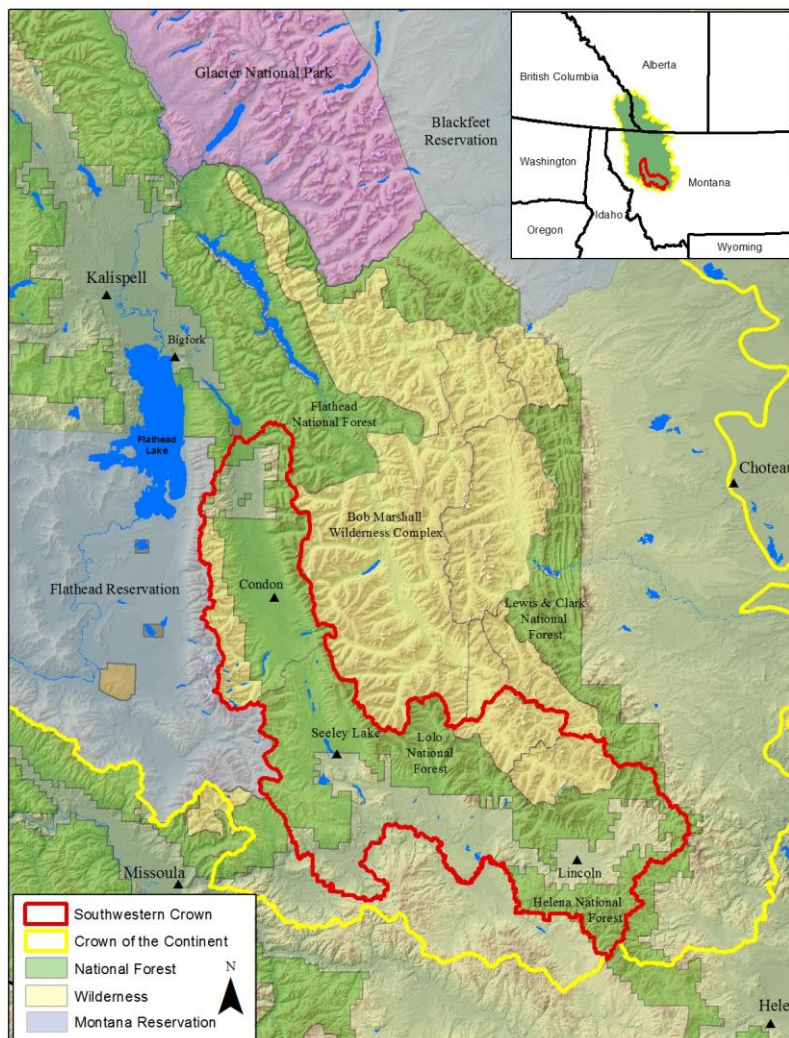


Figure 1. Southwestern Crown of the Continent location.

The initial objectives identified for the project were to:

- Develop a better understanding of the distribution of forest carnivores, with a focus on lynx, wolverine, and fisher, across the project area, and to see if that distribution changes over the course of the Forest Service's Collaborative Forest Landscape Restoration Program (CFLRP).
- Collect genetic material from the three focal species to establish important baseline information (individual identification and sex, sub-population genetics) and add to the existing body of knowledge of these species in the Northern Rockies.
- Better understand travel routes and coarse habitat selection for these species.
- Make a concerted effort to survey roadless and wilderness areas that have received very little survey effort to date.
- Complement ongoing research and monitoring efforts in the region, including reporting on wolf pack activity and lynx habitat mapping efforts.
- Identify "hot spots" where more intensive research could be conducted (e.g., GPS collar deployment to study specific habitat use).
- Improve the cost effectiveness of surveying forest carnivores at large scales and over time.
- Raise community awareness/increase support among partners and the general public for forest carnivore conservation.

Methods: The SW Crown carnivore project utilizes multiple non-invasive survey methods to maximize our ability to detect multiple species across a large landscape in an efficient and cost effective manner. We combine multi-species snow track surveys with non-invasive DNA collection methods (bait stations) and motion-sensor cameras. In order to standardize the approach across the SW Crown, a 5 x 5 mile grid (roughly 8 km x 8 km), which represents an area slightly smaller than an average female lynx home range, was overlaid on the entire landscape. There are 129 grid cells that at least partially intersect the SW Crown landscape (see Figure 4), and about 80 of those are fully or mostly in the SW Crown boundary. Those grid cells were targeted to conduct snow track surveys and deploy hair snare bait stations to monitor target carnivore species and meet the project objectives. Genetic samples were sent to the Forest Service's Rocky Mountain Research Station (RMRS) in Missoula to determine species and individual.

2015 Survey Effort

In 2015, we surveyed a total of 76 grid cells (Table 1 and Figure 1) across 51 days in January-March. We partnered with the Bureau of Land Management to add the Garnet Mountains adjacent to the southern part of the SW Crown landscape. We deployed a total of 161 bait stations across 70 grid cells with an average of 48 days of deployment per station (Table 2).

Table 1. Snow-track survey effort from 2012-2015 for all target species.

Year	Number of survey days	Number of grid cells ^a surveyed at least once	Total miles surveyed ^b	Average miles/grid cell/survey ^c (range)
2012	41	65	1115	3.2 (1.0 - 9.6)
2013	51	73	1011	3.6 (1.0 - 10.0)
2014	52	62	1240	4.0 (1.0 - 10.0)
2015	51	76	1722	6.1 (1.0-22.5)

^a There are 129 grid cells that at least partially intersect the SW Crown landscape, and 87 of those have their majority in the SW Crown boundary.

^b Includes revisits to the same survey route.

^c The average value used here is based on the number of miles covered on snowmobile or foot in each grid cell per survey effort, including revisits to the same grid cell.

Table 2. Summary of bait stations and hair snares deployed from 2012-2015.

Year	Number of bait stations or hair snares	Number of grid cells ^a with at least one bait station or hair snare	Avg. number of bait stations/grid cell	Avg. number of days of bait station deployment (range) ^b
2012	368 hair snares	62	5.9 hair snares	25.5 (18-46)
2013	162 bait stations	77	2.1 bait stations	44 (19-121)
2014	107 bait stations	51	2.1 bait stations	47 (13-87)
2015	161 bait stations	70	2.3 bait stations	48 (14-170)

^a There are 129 grid cells that at least partially intersect the SW Crown landscape, and 87 of those have their majority in the SW Crown boundary.

^b Fisher hair snares were used in 2012.

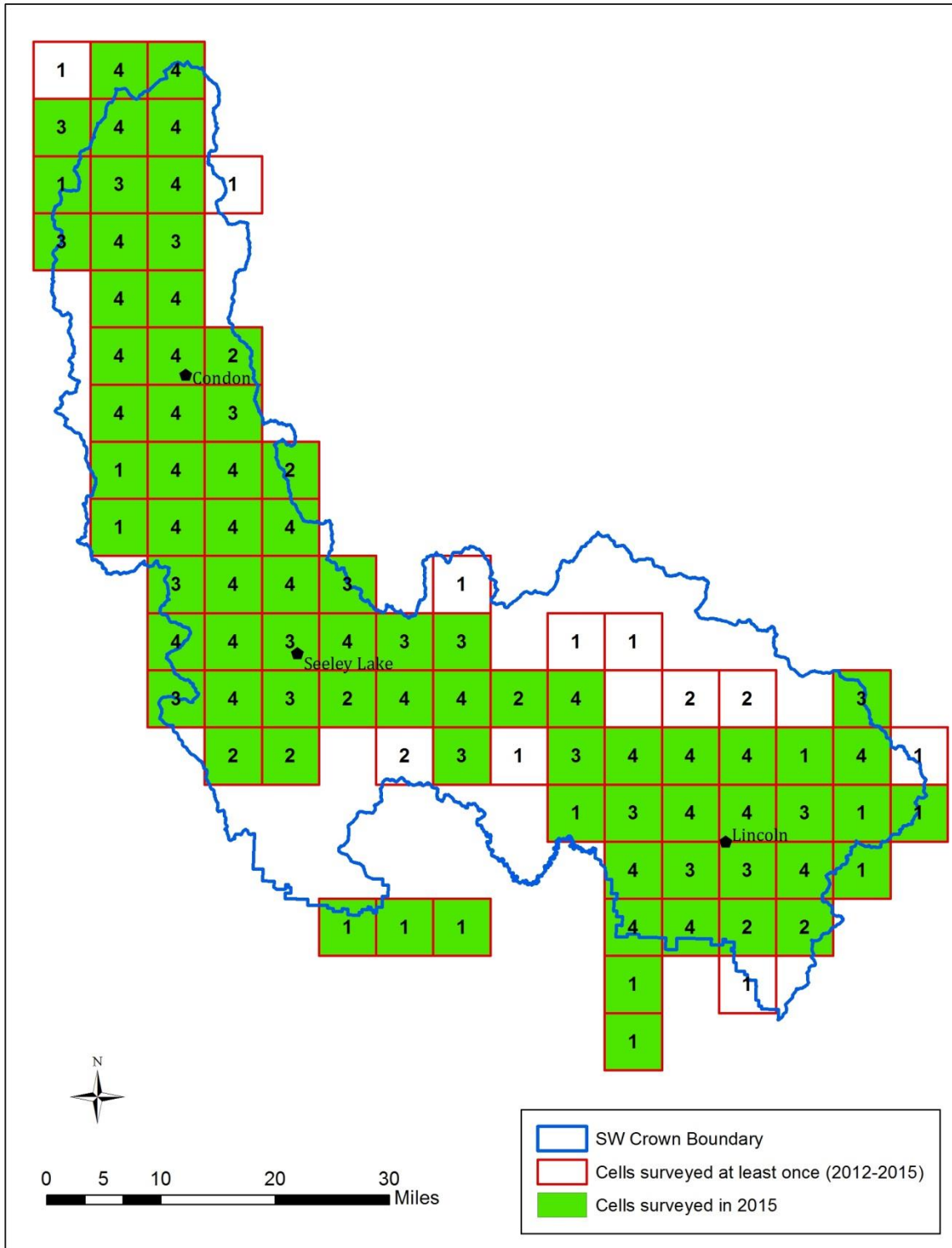


Figure 1. Survey effort by grid cell across all years. Green cells were surveyed in 2015. The number within each grid cell indicates the number of years that grid cell was surveyed over the four-year period of this monitoring effort.

Wolverine Results

In 2015, we detected wolverine in a total of 33 grid cells (Table 5). This is similar to the previous year, though we almost doubled the number of detections through bait stations in 2015. We also identified more individuals through genetics in 2015. We have now identified 22 unique wolverines in the SW Crown landscape, all but three of which are new to the RMRS database (Table 6). Cells are distributed across all three districts, though the Mission Mountains appear to be a consistent location. No wolverines were detected in the Garnet Mountains.

Table 5. Summary of wolverine detections using both track surveys and bait stations, 2012-2015.

Year	Grid cells w/ track detections ^a	Grid cells w/ bait station detections ^b	Number of grid cells w/ detections (both methods)	Number of individuals ^c (males, females)
2012	9	1	10	1 (1f)
2013	12	9	16	10 (4m,6f)
2014	29	16	31	11 (5m, 6f)
2015	24	27	33	15 (8m, 7f)
Unique	42	34	47	22 (11m, 11f)

^a There are 129 grid cells that at least partially intersect the SW Crown landscape.

^b From genetics results. In 2012, fisher hair snares were used, not multi-species bait stations.

^c See Table 6 for information on individuals.

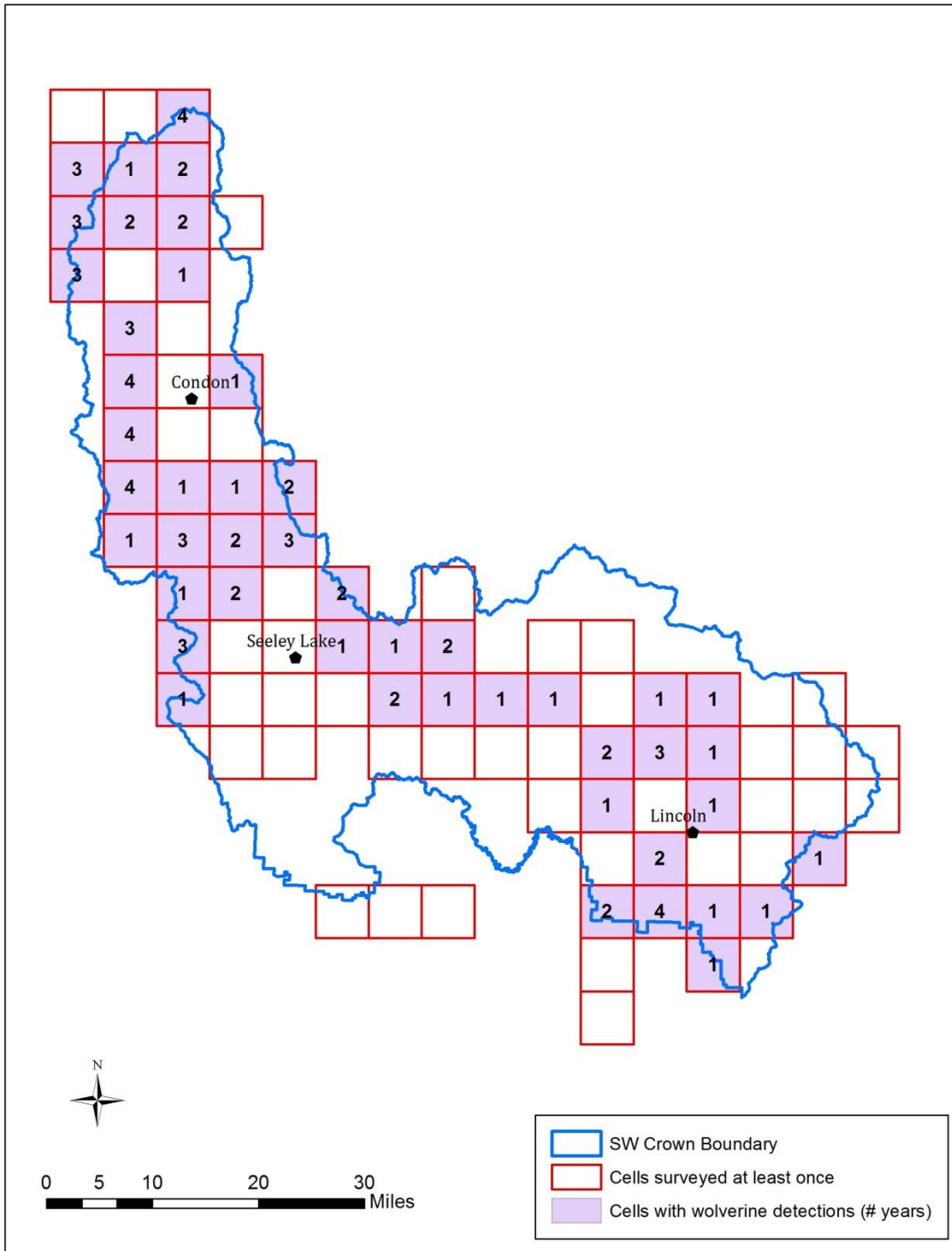


Figure 3: Survey effort and detections for wolverine across the SW Crown from 2012-2015. Cells shaded purple represent those with wolverine detections in at least one year. Detections are from track surveys and/or bait stations. The number inside the cell indicates the number of years wolverines were detected in the cell (out of a maximum of 4). Individuals could not be identified in all cells due to: samples from backtracking may not have been found, wolverine in a grid cell may not have visited a bait station, or the DNA samples were of too low of quality.

Table 6. Sex, grid cells, Forest Service District, initial detection study, and method of detection of individual wolverine identified through track surveys and bait stations 2012-2015.

Wolverine ID	Sex	First Year Detected	Grid cells	District	No. Years Detected	Study First Identified ^a	2012 ^b	2013		2014		2015	
							Bait Station	Snow track	Bait Station	Snow track	Bait Station	Snow track	Bait Station
BDF10-M6	Male		2492 2495 2542 2639 2684	Lincoln	2	WTU				2542	2495, 2542		2492, 2542, 2639, 2684
HFW10-M3	Male		2492	Lincoln	1	WTU				2492			
HFW12-F7	Female		2492 2542	Lincoln	1	WTU				2492	2492, 2542		
SWCC_13_GuloM01	Male	2013	2590	Lincoln	1	SWCC			2590				
SWCC_13_GuloF02	Female	2013	1994	Swan	1	SWCC			1994				
SWCC_13_GuloF03	Female	2013	1996 1997 2046 2048 2104	Seeley, Swan	3	SWCC		1996	1996, 1997	2104, 2046	2048, 2104		2048
SWCC_13_GuloF04	Female	2013	1996 1997	Swan	1	SWCC		1997	1996, 1997				
SWCC_13_GuloF05	Female	2012	2164 2221 2222 2545	Seeley, Lincoln	4	SWCC	2545		2164	2221	2222	2164	2164
SWCC_13_GuloF06	Female	2013	1945	Swan	3	SWCC		1945	1945	1945	1945		1945
SWCC_13_GuloM07	Male	2013	2046	Seeley	1	SWCC			2046				
SWCC_13_GuloM08	Male	2013	1945 1994 1995 1996 2048 2104	Swan, Seeley	3	SWCC			1994		1994, 2048, 2104		1945, 1995, 1996
SWCC_13_GuloM09	Male	2013	1947	Swan	3	SWCC			1947		1947	1947	1999,

			1999 2000										2000
SWCC_13_GuloF10	Female	2013	2164	Seeley	2	SWCC			2164				
SWCC_14_GuloF11	Female	2014	2054 2056	Swan	2	SWCC				2056	2054, 2056		2056
SWCC_14_GuloF12	Female	2014	1994 1997 2056 2108	Swan	2	SWCC					1994, 1997, 2056, 2108	1994	1997
SWCC_15_GuloM13	Male	2014	2108 2339 2393 2495	Seeley, Lincoln	2	SWCC					2108	2339, 2393	2495, 2339
SWCC_15_GuloM14	Male	2015	1994 2048	Swan	1	SWCC						1994, 2048	
SWCC_15_GuloM15	Male	2015	1945 1946 1947 1999 2000	Swan	1	SWCC						1999	1945, 1946, 1947, 1999, 2000
SWCC_15_GuloF16	Female	2015	2054	Swan	1	SWCC							2054
SWCC_15_GuloF17	Female	2015	2045	Seeley	1	SWCC							2045
SWCC_15_GuloM18	Male	2015	2056	Swan	1	SWCC							2056
SWCC_15_GuloM19	Male	2015	2545	Lincoln	1	SWCC							2545

^a WTU is Wild Things Unlimited.

^b In 2012, no wolverine track genetics samples were collected and fisher hair snares were used, which were not designed to detect wolverine.

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RE: Proposed Rule to List the Wolverine as Threatened in the Contiguous United States; NMDGF NO. 15475

Dear Sir/Madam:

The New Mexico Department of Game and Fish (Department) has reviewed the Federal Register notice (78 FR 7864) dated February 4, 2013 that proposes to list the North American wolverine (*Gulo gulo luscus*) as Threatened in the Distinct Population Segment (DPS) of the contiguous United States under the Endangered Species Act (ESA). The notice also proposes a special rule under section 4(d) of the ESA that would prohibit both intentional take of a wolverine as well as incidental take in the course of otherwise legal activities. The Department is also submitting comments under separate letterhead for the proposed companion rule (78 FR 7890) to designate a non-essential experimental population (NEP) area in northern New Mexico in the event that the species is listed.

The FR notice provides a thorough review of wolverine biology, distribution, and management in the contiguous United States. However, we wish to clarify certain points concerning wolverine status in New Mexico. The Department does not recognize wolverine as a native wildlife species in New Mexico due to a lack of evidence that a population ever existed within the state's borders. Historical evidence from Colorado indicates that wolverines at least occasionally ranged as far south as Archuleta County in that state, although evidence of reproducing populations in Colorado is perhaps less clear (Armstrong 1972; Armstrong et al. 2011). Evidence of occasional wolverines entering New Mexico is even less compelling and primarily consists of anecdotal reports from the 19th and early 20th centuries (Bailey 1931). In their review of the mammal species of New Mexico,

Findley et al. (1975) did not recognize wolverine as an inhabitant or former inhabitant of the state, presumably based on the absence of preserved specimens or credible reports. More recently, Aubrey et al. (2007:2150) referenced an archival record at the National Museum of Natural History of a wolverine skin obtained “in the vicinity of Ft. Burgwin in the Sangre de Cristo Mountains near present-day Taos [Taos County]” in 1860. The precise locality where this specimen was collected is unknown and is likely associated with trapping activities outside of New Mexico, as Taos was a well-documented rendezvous site for trade. In addition, Frey (2006) has proposed that suitable habitat for wolverine currently exists in northern New Mexico which is contiguous with suitable habitat in southern Colorado. Based on the availability of habitat, Frey (2006) hypothesized that wolverine could have occurred in northern New Mexico during historic times. However, it is our position that wolverine remains an unverified species in New Mexico. Due to the paucity of evidence for its occurrence in New Mexico, the state of New Mexico does not recognize the species in any of its wildlife statutes or regulations.

The Service inaccurately identifies New Mexico as an area in which wolverines “historically existed as reproducing and potentially self-sustaining populations prior to human-induced extirpation, and where reestablishment of those populations is possible given current habitat conditions and management” (page 7872), but does not include the state within the “current range” where “suitable habitat” occurs (page 7873). As noted above, there are no data that a “reproducing and potentially self-sustaining population” of wolverine has **ever** occurred in New Mexico and it is wholly inaccurate and unfounded to include the state in such a category.

The FR notice identifies the primary threat to conservation of wolverine in the DPS as habitat change and loss resulting from climate change which is expected to reduce the connectivity and extent of the boreal habitat which the species requires (page 7885). The predicted effect of climate change on the species is a reduction or elimination of deep and persistent late-spring snow for denning (page 7872) and a retraction of the range to higher elevations, but not necessarily higher latitudes, within the contiguous United States (page 7875). If these predictions are accurate, New Mexico, at the southern extent of the Southern Rocky Mountains, would be expected to become even less suitable as wolverine habitat than historic and current evidence indicates.

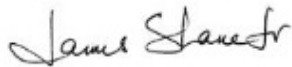
The FR notice identifies the development of a special rule under section 4(d) of the ESA and outlines certain prohibitions to incidental take related to otherwise legal trapping. Based on an absolute lack of data that supports the Service’s presumption of a negative population level impact on wolverine by otherwise legal trapping activities, we request the removal of the prohibitions on legal trapping in New Mexico. Furthermore, the Association of Fish and Wildlife Agencies has developed the enclosed document which outlines methods to avoid incidental take of wolverine by legal trapping (Hiller et.al, 2013). In the highly unlikely event that wolverines were to become established in New Mexico, the techniques as outlined would minimize any incidental capture of the NEP animals.

If the Service maintains that regulated gray wolf trapping may have a negative impact on wolverine populations, the Department requests a geographical distinction in the final rule with regard to prohibited incidental take between areas where wolf trapping occurs (north of Colorado) and areas where no legal wolf trapping occurs (south of Colorado).

Based on the information in this notice, the Department believes that the proposal to list wolverine in the contiguous United States DPS and the associated designation of a special rule under section 4(d) of the ESA is not applicable to New Mexico. This is due to the current absence of wolverine in the state and the lack of data indicating that the species was formerly a resident. However, given present distribution of known wolverine populations it stands to reason and is our understanding that any wolverine that might wander into New Mexico as a result of reintroductions in Colorado would be considered a non-essential experimental population animal regardless of whether the NEP area extends into New Mexico. Therefore, we do not believe that the designation of a NEP area within New Mexico is necessary under provisions of the rule as described. Furthermore, we request the final rule to reflect that any NEP wolverine that wander into New Mexico be relocated to the NEP area in Colorado. The Department commits to assisting CPW and the Fish and Wildlife Service in capturing and relocating such animals.

We appreciate the opportunity to comment on this proposed rule. If you have any questions, please contact Mr. R.J. Kirkpatrick, Assistant Director, at (505) 476-8010 or r.kirkpatrick@state.nm.us.

Sincerely,



James S. Lane, Jr.
Director

Cc.: USFWS, NMES Field Office

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HOW TO AVOID INCIDENTAL TAKE OF WOLVERINE



While Trapping Other Furbearers

April 2013

The purpose of this publication is to help minimize injury and mortality to the wolverine population in the contiguous United States, which may occur incidentally as a result of regulated trapping of other furbearers. This pamphlet was produced as a joint effort between the United States Fish & Wildlife Service (USFWS) and the Association of Fish and Wildlife Agencies (AFWA).

The mission of the USFWS is working with others to conserve, protect and enhance fish, wildlife, and plants and their habitats for the continuing benefit of the American people.

The AFWA governmental members include the fish and wildlife agencies of the states, provinces, and federal governments of the U.S. and Canada. All 50 states are members. The AFWA has been a key organization in promoting sound resource management and strengthening federal, state, and private cooperation in protecting and managing fish and wildlife and their habitats in the public interest.

Front Cover:

Wolverine: *Image courtesy of The Wolverine Foundation, Inc.*

ACKNOWLEDGEMENTS

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How to Avoid Incidental Take of Wolverine *While Trapping other Furbearers*

Wolverines were nearly extirpated from the contiguous United States in the early 20th century due to broad-scale predator control programs and habitat degradation. Since that time they have made a remarkable recovery. Breeding populations of wolverines in the contiguous United States currently exist in the North Cascades in Washington and the Northern Rocky Mountains in Idaho, Montana, and Wyoming. Individual wolverines have also been detected in historic range in the Wallowa Mountains in northeastern

Oregon, the Sierra Nevada Mountains of California, and the Southern Rocky Mountains of Colorado, but may not have established breeding populations in these areas.

Research indicates that wolverines either did not exist as established populations or were extirpated prior to settlement and before the compilation of historical records in the Great Lakes region. The widely scattered records of sightings and captures of wolverines from this region are consistent with dispersing individuals from a Canadian population that receded north in the early 1800s. The possibility that wolverines existed as established populations prior to the onset of trapping in this area cannot be ruled out, but we have no evidence that they did. No evidence in the historical records suggests that wolverines were ever present as established populations in the Great Plains, Midwest, or Northeast. Mapping the historical range and present distribution of wolverines is inherently difficult for several reasons. Wolverines tend to live in remote and inhospitable places away from human populations. Wolverines naturally occur at low densities and are rarely encountered where they do occur. Wolverines often move long distances in short periods of time when dispersing from natal ranges, making it difficult or impossible to distinguish with confidence between occurrence records that represent established populations and those that represent short-term occupancy without the potential for establishment of home ranges and reproduction. These natural attributes of wolverines make it difficult to determine their present range, or trends in range expansion or contraction that may have occurred in the past. (Adapted: *Courtesy United States Fish and Wildlife Service*)

Identifying Characteristics and Background Information

Description

The wolverine is a member of the weasel family (Family Mustelidae). Wolverines are brown in color, and usually have a blond or buff-colored lateral stripe on either side of the body from the shoulders to the tail; they also often have a light-colored mask on their forehead and above their eyes (Fig. 1). Wolverines are stocky but typically weigh less than 35 pounds and are about 25–40 inches in length including the tail. As with most wildlife species, it is very easy to overestimate size and weight of an animal, especially when only a glimpse occurs. Three other species that may be commonly misidentified as wolverines include the montane subspecies of red fox (e.g., cross color phase) (Fig. 2), and the much smaller American badger (Fig. 3) and the fisher (Fig. 4).



Fig. 1. Wolverine with characteristic lateral stripe and mask. *Image courtesy of The Wolverine Foundation, Inc.*



Fig. 2. Montane red fox (cross color phase). http://kanuti.fws.gov/fox_fact_friday.htm



Fig. 3. American badger (http://calphotos.berkeley.edu/cgi/img_query?wherekwid=8030+3192+4155+0023&one=T)



Fig. 4. Fisher <http://www.fws.gov/midwest/necedah/cranes.html>

Sign

Tracks left by wolverines may be the most obvious sign of their presence. Each foot has 5 toes, although often, only 4 toes may show in tracks (Fig. 5). Tracks are about 3½ to 6¼ inches long by 3¼ to 5¼ inches wide. The 1x2x1 lope (with 3 depressions) is a common gait for wolverines (Fig. 6), but frequent changes in gait between walk, lunge (2x2), and lope (1x2x1) are also characteristic. Stride may be up to 45 inches. Tracks from smaller black bears, wolf, lynx or domestic dogs may be confused with those of wolverines, but smaller tracks of black bear in snow are most commonly confused with wolverine even by experienced observers. Observers may more easily identify individual track characteristics (e.g., number of toes, pad shape, claw marks) if they follow a set of tracks and find where the animal is walking.

Other sign that may be left by wolverines includes scat and biting and scratching of trees, but this type of sign is uncommon. Occasionally scat may be found on logs, tussocks, rocks or other prominent objects, but it is most commonly left in places not easily detected. Trees of various sizes may be scratched and bitten. These signs left by wolverine may signal ownership of a food cache in close proximity and also serve as territorial markers. It is important to assess more than one type of sign to help determine whether a wolverine is frequenting an area.



Fig. 5. Wolverine tracks, hind foot to left. Note only 4 of 5 toes registering in hind track and heel pad registering in front track. *Image courtesy of The Wolverine Foundation, Inc.*



Fig. 6. One-by-two-by-one lope of wolverine is unique. *Image courtesy of The Wolverine Foundation, Inc. and Jason Wilmot.*

Behavior, Life History and Diet

Wolverine may be active during any part of a 24-hour period. The wolverine is typically solitary, except during the breeding season (May-August), and immediately prior to it when males may make incursions into female home ranges (February-April). Dens may be located in any sheltered area. Breeding occurs during late spring to late summer and due to delayed implantation, young are usually born between February and March. Litter size ranges from 1-5 kits and litters of 2-3 kits are common, but some mortality of kits often occurs. Female wolverines give birth to young in natal dens that provide security for offspring and buffer cold winter temperatures. Wolverines are born in protected sites frequently associated with snow-covered uprooted trees, avalanche debris, overhanging banks, boulder scree or snow tunnels in drifted areas.

The wolverine is primarily a generalist carnivore and scavenger. It is capable of killing animals many times its own size but carrion of large ungulates is most commonly eaten in winter. During summer, smaller mammals such as porcupines, hares, marmots and ground squirrels make up the majority of the diet. Many wolverine adaptations allow it to “clean up” kill sites from other large predators like wolves and bears. Wolverines have strong teeth and high bite forces that allow them to break the bones at kill sites that other predators have left behind, in order to consume the energy-rich marrow. The wolverine's diet also includes small birds, eggs, and berries.

Habitat Preferences

In North America, wolverines occur within a wide variety of habitats, primarily boreal forests, tundra, and western mountains throughout Alaska and Canada. The southern portion of the range extends into the contiguous United States. Generally, suitable habitat is found at higher elevations as one moves farther south in the range. Wolverines may shift their daily activities where they occur in areas with high levels of human activities, such as winter recreation areas. High-elevation wilderness areas, where human access is limited and snowfall and snow depths are high, are areas that may contain the most suitable habitat for wolverines in the southern extent of the range.

Trapping Methods to Avoid Catching Wolverine

Whenever a wolverine frequents an area, trappers should take precautions when setting traps or consider not setting traps in the area. However, the probability of capturing a wolverine during regulated trapping activities in the contiguous United States is very low. If traps are set in areas where wolverines are known or suspected to occur, trappers are encouraged to check traps often and follow these guidelines:

Foothold Traps:

Coyotes, foxes, bobcats and other furbearers often use the same areas as wolverine. Incidental captures of wolverine can be reduced by using a proper-sized foothold trap. Number 2 coil-spring or number 1.75 coil-spring traps help discriminate against wolverine captures due to a relatively small trap-jaw spread. However, these sized traps maintain excellent efficiency for bobcats, foxes, and coyotes. Use of padded-jaw traps or traps with laminated and offset jaws can minimize injury. Another appropriate foothold trap to consider where wolverine may be present is the padded number 3 coil-spring trap. With a smaller foothold trap (e.g., less than 4½-inch jawsread or smaller than #1½), a wolverine may simply pull out. With medium-size or larger traps (e.g., greater than 4½-inch jawsread or size #1½ or larger), a wolverine may be captured and held until physically released.

Traps used to capture wolves generally have a wider jawsread and are more powerful than those used for other furbearers. As a result, these traps are likely to capture and hold a wolverine. To avoid capturing wolverine in traps set for wolves, set the pan tension on wolf traps to 10 pounds. This pan tension will easily allow a wolf to depress the pan and fire the trap, but should avoid wolverine.

Trap set locations that help to avoid wolverine captures include open meadows, pastures, and crop lands. Wolverine rarely use agricultural lands and generally prefer to hunt and travel in high-elevation forested or brushy areas. Wolverine often avoid traps set for foxes and coyotes when the traps are placed in open fields. Large baits may be more attractive to wolverines than other baits. When using baits larger than 5 pounds, traps should be set at least 25 feet from the bait; as this distance increases, it may become less likely to incidentally capture a wolverine (and more likely to capture a wolf, if that is the target species). If your state's regulations specify a distance greater than 25 feet, be sure to adhere to that requirement.

Wolverines are strong and consequently, the anchoring system, be it a drag or stake, must be sturdy. If a staked set is used (staked in the ground or tied to a tree or other immoveable object in heavy snow) the trap must be well secured. Trap attachment chains in staked sets should be equipped with at least two swivels (inline and anchor-point). If a wolverine is captured in a trap, the chain and swivels used should be sturdy enough not to fail or break. J-hooks should be spot welded shut to prevent them from opening and the wolverine escaping with a trap on its foot, which is an extremely undesirable situation. Wolverine often self-release directly from small traps by bending or breaking the trap if it is anchored solidly and this can be a preferable outcome, especially in comparison to the obligation of releasing a wolverine. If a drag system is used, the trap should have at least 8 feet of strong chain attached to a grapple or other heavy object. Tie-wire should be avoided unless it is a large gauge wire (e.g. #9 wire) or multiple strands of 14 gauge wire. Twisting wolverines frequently break smaller wire.

Pan-tension devices generally won't be effective for selecting against wolverines when the target species is of similar or smaller size. More information on foothold traps that meet criteria for Best Management Practices for Trapping may be found at http://www.fishwildlife.org/index.php?section=furbearer_management&activator=27 Trappers targeting bobcats, coyotes, or badgers should consider using such traps because in the unlikely event of a wolverine capture, it is very likely that the wolverine may be released unharmed.

Bodygrip Traps

Exclude the use of large bodygrip traps including 220, 280, and 330 sizes. Do not use bait within 25 feet of any bodygrip trap with a jawsread greater than 5 inches. Securely anchor traps, as it may be possible for a wolverine to pull out of smaller bodygrip traps,

especially if held by a foot. Placing smaller bodygrip traps inside cubbies should also help avoid incidental capture of wolverine.

Marten and fisher often use the same habitat as wolverine. To avoid wolverine in marten or fisher sets, baits and traps should be placed on leaning poles at least 4 feet above the ground or snow level. Leaning poles should be as small as possible (no larger than 4 inches in diameter) as this is adequate for marten or fisher, yet may discourage wolverines from climbing to investigate the elevated trap set. Leaning poles should be set at a 45 degree angle or greater (Fig. 7). Consider using the smallest traps suitable if marten (e.g. 120) or fisher (e.g. 160) are the target animal.



Fig. 7. *Leaning poles for marten and fisher should be less than 4 inches in diameter and set at a 45-degree angle or greater. B. Giddings, Montana FWP.*

Snares

Use only “relaxing” locks (e.g., washer locks, Relax-A-Locks) on cable-restraints (snares); do not use lethal snares in areas where wolverine may be present. Avoid entanglement situations or situations where suspension of animal may occur. Use inline and anchor-point swivels and consider using a stop for a minimum loop size of 10” on snares set for wolves so that the loop diameter would not hold a wolverine. Securely anchor snares, as wolverines are known to break snares; if a wolverine chews through the snare cable, a relaxing lock may allow the snare to loosen and fall off.

Experienced wolf trappers recommend that when setting snares for wolves but avoiding wolverines, the bottom of the snare loop should be 18–21” or more above the ground or

packed snow surface, and avoid areas where incidental captures of deer or other ungulates may occur. The bottom height of wolf snares should be about level with the average-height man's kneecap. Using your leg is the best measure because where the snow compacts under foot is a better estimate than distance from the ground measured with a ruler. Snares need to be checked and height readjusted after significant snowfall.

Minimizing Mortality and Injuries to Incidentally Captured Wolverine

Releasing a captured wolverine should be undertaken with extreme caution and only trained individuals should attempt this. Wolverine behavior is unpredictable and may result in injury to a trapper that has not been trained for release situations. Contacting a biologist or warden to assist in this effort is advised. Professional assistance from a government wildlife agency can benefit safety for the trapper and provide for an opportunity for sedation and rehabilitation of the captured wolverine, if necessary. Never attempt to render a trapped wolverine unconscious with a blow to the nose or head or by any other means. Life-threatening injury to the wolverine may result.

If you capture a wolverine please contact your state fish and wildlife office (Monday-Friday, business hours) listed below for assistance. Also, keep alternate phone numbers handy for biologists and state wildlife law enforcement officers in your area for assistance after-hours and on weekends.

California	916-445-0411
Colorado	303-291-7336
Idaho	208-334-2920
Montana	406-444-2612
Oregon	503-947-6000
Washington	360-902-2200
Wyoming	307-332-2688

Quick Reference:

Recommendations to Avoid Wolverine in Trap Sets

- ❖ Take special precautions or consider not setting traps where wolverine tracks, scat or other sign has been found or wolverines are otherwise known to be present.
- ❖ Set pan tension for wolf traps to at least 10 pounds of pressure to prevent a wolverine from firing a trap set for wolf.

- ❖ Use a #2 or smaller foothold trap for other furbearers (except wolf) or consider a rubber-padded foothold trap if a #3 size or larger is used.
- ❖ Make marten and fisher sets on leaning poles no larger than 4" in diameter and set at a 45 (or greater) degree angle with trap and bait placed at least four feet above the ground or snow level.
- ❖ Do not use large sized bodygrip traps if wolverine tracks are observed in the vicinity of a set.
- ❖ When using baits larger than 5 pounds, traps should be set no closer than 25 feet to the bait.
- ❖ To avoid wolverine in snares set for wolf, place the bottom of the snare loop at a minimum of 21" above the ground or packed snow surface (just below kneecap level).
- ❖ Follow all state regulations, especially if those regulations specify more restrictions than those outlined above.

Minimizing Injury and What to Do if You Incidentally Capture a Wolverine

- ❖ If using a staked set, stake the trap so that a wolverine cannot get entangled around a solid object (even a small sapling) after being captured and keep catch circle clear of solid objects. Trap attachment chains should be very sturdy and equipped with at least two swivels. J-hooks should be spot-welded closed.
- ❖ If using drags, use at least 8 feet of sturdy chain.
- ❖ Check traps frequently.
- ❖ Use of padded-jaw foothold traps or foothold traps with laminated and offset jaws can reduce injury.
- ❖ Contacting a biologist or warden to assist in the release of a captured wolverine is advised for the safety of the trapper and animal.

GOVERNOR
Susana Martinez



DIRECTOR AND SECRETARY
TO THE COMMISSION

James S. Lane, Jr.

Daniel E. Brooks, Deputy Director

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Monday, May 06, 2013

Public Comments Processing
Attn: [FWS-R6-ES-2012-0106]
Division of Policy and Directives Management
U.S. Fish and Wildlife Service
4401 N. Fairfax Drive
MS 2042-PDM
Arlington, VA 22203

***Re: Proposed Rule to Designate a Non-essential Experimental Population Area for
the Wolverine in New Mexico; NMDGF NO. 15475***

Dear Sir/Madam:

The New Mexico Department of Game and Fish (Department) has reviewed the Federal Register notice (78 FR 7890) dated February 4, 2013 that proposes rules for the designation of the North American wolverine (*Gulo gulo luscus*) as a nonessential experimental population (NEP) in parts of Colorado, Wyoming, and New Mexico by the U.S. Fish and Wildlife Service (Service) under Section 10(j) of the Endangered Species Act (ESA). The proposal is intended to include as a NEP area those areas of the Southern Rocky Mountains in which wolverine might be expected to occur in the event that 1) wolverine in the contiguous United States is listed as Threatened under the ESA, and 2) Colorado Parks and Wildlife Department (CPW) proceeds with plans to reintroduce wolverines in that state. We are also submitting comments under separate letterhead for the proposed companion rule to list the wolverine as Threatened in the contiguous United States (78 FR 7864).

The Department is adamantly opposed to the designation of a NEP area within New Mexico and does not believe the designation is necessary under the provisions of the proposed rule. The proposed NEP area identified in the notice includes the New Mexico counties of Colfax, Los Alamos, Mora, Rio Arriba, Sandoval, San Juan, San Miguel, Santa Fe, and Taos, which comprise the region that contains habitat *potentially* suitable for the species and where dispersing animals from Colorado *might* be expected to occur. Although the Department acknowledges that

reintroduced wolverines in Colorado could disperse into northern New Mexico, we do not believe that this area contains habitat suitable to support a wolverine population.

Although the FR notice provides a thorough review of wolverine biology, distribution, and management in the contiguous United States, we wish to clarify certain points concerning its current and historic status in New Mexico. The Department does not recognize wolverine as a native wildlife species in New Mexico due to a lack of evidence that a population ever existed within the state's borders. Historical evidence from Colorado indicates that wolverines at least occasionally ranged as far south as Archuleta County in that state, although evidence of reproducing populations in Colorado is perhaps less clear (Armstrong 1972; Armstrong et al. 2011). Evidence of occasional wolverines entering New Mexico is even less compelling and primarily consists of anecdotal reports from the 19th and early 20th centuries (Bailey 1931). In their review of the mammal species of New Mexico, Findley et al. (1975) did not recognize wolverine as an inhabitant or former inhabitant of the state, presumably based on the absence of preserved specimens or credible reports. More recently, Aubrey et al. (2007:2150) referenced an archival record at the National Museum of Natural History of a wolverine skin obtained "in the vicinity of Ft. Burgwin in the Sangre de Cristo Mountains near present-day Taos [Taos County]" in 1860. The precise locality where this specimen was collected is unknown and is likely associated with trapping activities outside of New Mexico, as Taos was a well-documented rendezvous site for trade. In addition, Frey (2006) has proposed that suitable habitat for wolverine currently exists in northern New Mexico which is contiguous with suitable habitat in southern Colorado. Based on the availability of habitat, Frey (2006) hypothesized that wolverine could have occurred in northern New Mexico during historic times. However, it is our position that wolverine remains an unverified species in New Mexico.

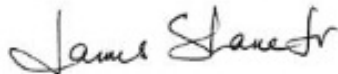
The FR notice (page 7896) states that "[t]here are no legal trapping seasons for wolverines in Wyoming and New Mexico, which means that trapping of wolverines is not permitted in these states." To clarify, wolverines are not known to occur in New Mexico and therefore state laws and regulations concerning protection, management, and harvest of wildlife do not address the species. Although some furbearer species that are known to occur in the state are specifically excluded from legal take by state regulation, it is inaccurate to state that "trapping of wolverines is not permitted" in New Mexico.

We recognize that the NEP area as proposed is intended to provide the regulatory assurances to stakeholders that are necessary to facilitate the CPW in their reintroduction plans in that state under the Section 10(j) rule by designating reintroduced animals and their progeny as "proposed for listing" rather than as Threatened. Wolverines designated as such would remain in this "proposed" status until the species is removed from ESA listing. However, given present distribution of known wolverine populations it stands to reason and is our understanding that any wolverine that might wander into New Mexico as a result of reintroductions in Colorado would be considered a non-essential experimental population animal regardless of whether the NEP area extends into New Mexico or not. Therefore, we do not believe that the designation of a NEP area within New Mexico is necessary under provisions of the rule as described. Furthermore, we

request the final rule to reflect that any NEP wolverine that wander into New Mexico be relocated to the NEP area in Colorado. The Department commits to assisting CPW and the Fish and Wildlife Service in capturing and relocating such animals.

We appreciate the opportunity to comment on this proposed rule. If you have any questions, please contact Mr. R.J. Kirkpatrick, Assistant Director, at (505) 476-8010 or r.kirkpatrick@state.nm.us.

Sincerely,

A handwritten signature in black ink that reads "James S. Lane, Jr." in a cursive style.

James S. Lane, Jr.
Director

Cc.: USFWS, NMES Field Office

References Cited:

- Armstrong, D.M. 1972. Distribution of mammals in Colorado. Monograph of the Museum of Natural History, The University of Kansas 3:1-415.
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- Frey, J.K. 2006. Inferring species distributions in the absence of occurrence records: an example considering wolverine (*Gulo gulo*) and Canada lynx (*Lynx canadensis*) in New Mexico. Biological Conservation 130:16-24.

Wildlife

Dwindling spring snowpack could be a troubling sign for Alaska wolverines

✎ Author: **Yerehth Rosen** ⓘ Updated: June 4 📅 Published June 4

Earlier spring snowmelt in northern Alaska could mean future trouble for wolverines, elusive fur-bearing mammals that hide in snow caves when they are young and roam vast distances when they are adults.

A newly published [study](#) examined end-of-May snowpack at wolverine den sites in northern Alaska and in the Rocky Mountains, and it finds the Alaska snowpack to be sparser. High-latitude wolverine tundra habitat may lose its spring snow earlier than low-latitude but high-altitude habitats, and future management should take that trend into account, said the study, published in the bulletin of the Wildlife Society, an 80-year-old international organization.

The study uses a combination of photographic records to compare late-May snow conditions at known den sites in 2016. At 86 percent of the high-altitude Rocky Mountain dens — sites in Idaho and Montana — snow persisted in late May, sometimes in heavy layers, the study found. But at the northern Alaska den sites examined, there was very little snow remaining at the end of May, just small patches scattered over large areas of bare ground, the study said.

Wolverines, the largest land-dwelling members of the weasel family, use dens to give birth and take care of their young. Wolverine kits are born between February and April and are nursed for a little over two months, according to the Alaska Department of Fish and Game's [species profile](#). In Interior and northern Alaska, wolverine dens are carved out of snow and have tunnels that can be up to 60 yards long, the state said.

Just how much snow wolverines need is not fully understood, the study says.

Lead author Audrey Magoun, a Fairbanks-based scientist who did her Ph.D. research in Northwest Alaska, said all the dens she examined in that region were located entirely within the snow column. That includes the tunnels that branched out, Magoun said in an email.

Elsewhere, wolverines are known to use a mix of snow, rocks, downed trees, tundra soil and other material to construct dens, she said. Even when the wolverine dens are made with mixed materials, snow can be important, she said.

"Snow probably provides protection from severe cold even if the den is within the boulders and the young are adequately protected from predators," she said in her email.

Snow is used by Alaska wolverines for more than denning, said Tom Glass of the Wildlife Conservation Society, a co-author of the study.

"The question on how wolverines will be affected by climate change is clearly complex," Glass said in a statement released by the Wildlife Conservation Society. "During our aerial and ground-based surveys on the North Slope, we have observed the use of snow holes for denning, and also by both males and females for caching food, resting, or perhaps shelter from predators such as wolves."

For Lower 48 wolverines, persistent and stable snow depth greater than about 5 feet "appears to be a requirement for natal denning," [according to the U.S. Fish and Wildlife Service](#).

The new study does not identify trends in spring snow cover. But elsewhere, there is documentation of earlier spring snowmelt in northern Alaska and the Arctic, part of a pattern associated with rapid warming in the northernmost regions.

Average "snow-off" and green-up dates in the five national park units in Arctic Alaska have probably advanced by six days over the past eight decades, according to a [recent study](#). The study, published in the journal *Remote Sensing*, uses satellite imagery of snow and vegetation in five northern Alaska Park Service units, along with historic weather information from Kotzebue in Northwest Alaska.

Arctic-wide, there is evidence that snowmelt is happening much earlier than it did in the past. A [2010 study](#) by Environment Canada researchers found that from 1967 to 2008, pan-Arctic snow cover in May declined by 14 percent; the June decline over that period was 46 percent, according to the study. A [follow-up 2012 study](#) by two of the same researchers found a 17.8 percent per decade reduction in June snow cover from 1979 to 2011, a faster rate of decline than recorded for September Arctic sea ice during that period.

Nevertheless, Alaska wolverine populations appear to be in good shape, and that goes for the animals in Northwest Alaska, Magoun said. But by nature, wolverines are distributed in very low densities, she said. The highest wolverine densities ever recorded fall in the range of 10 to 15 animals for every 250,000 acres, she said. In the Chugach National Forest of Southcentral Alaska, the average density is 4.5 to 5 wolverines for every 250,000 acres, [according to the Alaska Department of Fish and Game](#).

Wolverines are also known to travel far to find food, with adult males roaming up to 385 square miles of territory and adult females covering up to 230 square miles, according to Fish and Game.

The health of the Rocky Mountain wolverine population is the subject of debate and study. A proposal for Endangered Species Act protection cited climate change and wolverines' need for snowy dens as one of several justifications for a listing as threatened. Another justification is habitat fragmentation.

The U.S. Fish and Wildlife Service in 2014 rejected the listing proposal. But a **2016 federal court ruling** in Montana concluded that the agency's decision was "arbitrary and capricious," driven by politics rather than science. The ruling ordered the agency to revive the listing process for the wolverine.

"No greater level of certainty is needed to see the writing on the wall for this snow-dependent species standing squarely in the path of global climate change," said the ruling by U.S. District Court Judge Dana Christensen, a graduate of the University of Montana School of Law and an appointee of Barack Obama.

[Climate Change](#)[Global Warming](#)

About this Author

Yereth Rosen

Yereth Rosen has been a journalist in Alaska since 1987. For most of that time, she was the sole Alaska-based reporter for Reuters. She has been reporting on energy issues, the environment, politics and all things Alaska - from oil spills to sled-dog races. She enjoys running, skiing and other outdoors pursuits. She lives in Anchorage with her family.

10 Comments

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From: [Bush, Jodi](#)
To: [Grizzle, Betty](#)
Subject: Re: Draft Project Plan?
Date: Tuesday, September 6, 2016 12:27:21 PM
Attachments: [Wolverine Project Plan DRAFT 07282016 24 mo \(1\).pdf](#)

Sorry. Thought I had sent that. Here it is. It is still very much a draft.

Justin Shoemaker in our R6 regional office is the author. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Tue, Sep 6, 2016 at 11:59 AM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:

Hi Jodi - Do you have a draft project plan available for me to review?

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

PROJECT PLAN FOR THE WOLVERINE LISTING DETERMINATION

U.S. Fish and Wildlife Service Mountain-Prairie Region



INTRODUCTION

The wolverine has a Holarctic (habitats found in the northern continents) distribution including northern portions of Europe, Asia, and North America. The wolverines in the contiguous United States are a part of the New World subspecies, *G. g. luscus*: the North American wolverine (Kurten and Rausch 1959 p. 19; Pasitschniak-Arts and Lariviere 1995, p. 1). The wolverine is the largest terrestrial member of the family Mustelidae. Adult males weigh 12 to 18 kilograms (kg) (26 to 40 pounds (lb)), and adult females weigh 8 to 12 kg (17 to 26 lb) (Banci 1994, p. 99). The wolverine resembles a small bear with a bushy tail. It has a broad, rounded head; short, rounded ears; and small eyes. Each foot has five toes with sharp, curved claws used for digging and climbing (Banci 1994, p. 99).

In North America, wolverines occur within a wide variety of alpine, boreal, and arctic habitats, including boreal forests, tundra, and western mountains throughout Alaska and Canada. The southern portion of the species' range extends into the contiguous United States, including high-elevation alpine portions of Washington, Idaho, Montana, Wyoming, California, and Colorado (Wilson 1982, p. 644; Hash 1987, p. 576; Banci 1994, p. 102, Pasitschniak-Arts and Lariviere 1995, p. 499; Aubry *et al.* 2007, p. 2152; Moriarty *et al.* 2009, entire; Inman *et al.* 2009, pp. 22-25). Wolverines do not appear to specialize on specific vegetation or geological habitat aspects, but instead select areas that are cold and receive enough winter precipitation to reliably maintain deep persistent snow late into the warm

We withdrew the proposed rule to list the distinct population segment of the North American wolverine (*Gulo gulo luscus*) occurring in the contiguous United States as a threatened species under the Act on August 13, 2014 (79 FR 47522). The withdrawal was based on our conclusion that the factors affecting the DPS as identified in the proposed rule are not as significant as believed at the time of the proposed rule's publication (February 4, 2013). We base this conclusion on our analysis of current and future threat factors. Therefore, we withdrew our proposal to list the wolverine within the contiguous U.S. as a threatened species. As a result, we also withdrew our associated proposed rule under section 4(d) of the Act contained in the proposed listing rule and withdrew the proposed nonessential experimental population designation under section 10(j) of the Act for the southern Rocky Mountains, which published in a separate document on February 4, 2013.

Our withdrawal of the proposed rule to list the wolverine was quickly litigated, resulting in a ruling on April 4, 2016, vacating our withdrawal of the proposed rule to list a DPS of the North American wolverine as threatened under the Act. The judge ruled against the Service for failing to adequately consider climate change and small population size in determining to withdraw. Since the withdrawal is vacated, the wolverine is now again in proposed for listing status. We must publish a **proposed/final** determination on listing the wolverine DPS by **DATE?**.

PROJECT GOAL

To analyze the vacated withdrawal rule and any relevant new information or analysis to determine if the wolverine should be listed as threatened or endangered. Either surgically update a proposed rule to list, or update the withdrawal, to address the judge's ruling; or carry out a thorough SSA analysis on wolverine to inform a revised **proposed rule/final rule/withdrawal**.

PURPOSE OF THE PROJECT PLAN

The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register listing documents, roles and responsibilities of participants, and a schedule. This will give the participants a common understanding of their role, expectations, and standard operating procedures in achieving the overall project goal. It also allows managers to understand the project schedule and agree to these expectations.

PROJECT SUMMARY

Project Schedule

The chart below shows the general time allotment for major milestones of this project which we expect to take 24 months depending on agreement with plaintiffs. This is the minimum amount of time necessary for us to complete a thorough Species Status Assessment (SSA) for wolverine, hold expert elicitation meetings and information sessions as necessary, fully consider a new snow persistence climate study being conducted in coordination with NOAA, and seek peer and partner review on our SSA report and the science behind it.

PROJECT TEAMS

The development of the analysis to support a listing decision will be conducted by a core team of Service biologists from Region 6 , Region 1, and Region 8 (see “Roles and Responsibilities” section below. A management team will provide management oversight and leadership direction. We will also engage additional subject matter experts and stakeholders as appropriate.

Table 1: CORE TEAM MEMBERS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Justin Shoemaker	ULT Project Manager	R6 RO	309-757-5800 x214
	Assist ULT Member	R1 RO, R8 RO	
	FO Core Team Leader	MTFO	
	Lead FO Management	MTFO	
	Assist FO Core Team Member	TBD	
	Assist FO Management	TBD	
	RSOL—Legal Advice	R6 RSOL	

Table 2: OTHER PARTICIPANTS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Serena Baker	Lead RO Public Affairs; Outreach	R6 RO External Affairs	
	SSA FIT Member?		
	Science support?		
	GIS?		

Table 3: RECOMMENDATION TEAM MEMBERS

NAME	OFFICE/POSITION	CONTACT INFORMATION
Core Team Members	see Table 1 above	
Jodi Bush	Lead FO Field Supervisor	406-449-5225 x205
?	Assist FO Field Supervisor	
Seth Willey	ULT Region 6 Liason	303-236-4257
Marj Nelson	Chief R6 Division of Ecological Services	303-236-4258
Michael Thabault	R6 ARD, Ecological Services	303-236-4210
Matt Hogan	Deputy Regional Director	
Noreen Walsh	Regional Director R6	
Kit Hershey	Chief, Branch of Listing and Critical Habitat	503-231-6869
Rollie White	R1 ARD, Ecological Services	
Terry Rabot	Deputy Regional Director R1	
Robyn Thorson	Regional Director R1	
	R8 ARD, Ecological Services	
	Deputy Regional Director R8	
	Regional Director R8	

Table 4: FEDERAL REGISTER SURNAME LIST

NAME	OFFICE
ULT Project Manager (Shoemaker)	R6
ULT Region 6 Liason (Willey) or ES Chief (Nelson)	R6
R6 ARD (Thabault) or Deputy ARD (Alt)	R6
R6 RD (Walsh) or Deputy RD (Hogan)	R6
R6 RSOL	RSOL
AES, DIR, and other DOI surnames as processed by ULT Project Manager	

Analysis Phase

The purpose of the Analysis Phase is to conduct an objective scientific assessment of the best available biological information about the wolverine and its habitat. The analysis will include the necessary biological and ecological background information on the wolverine, explanation of the species' needs, analysis of current and potential future conditions (factors), explanation of the stressors that may be negatively impacting the species or its habitat, and (where applicable) conditions that may be providing a benefit to the species or its habitat that may offset any negative impacts. It brings to light all the pertinent biological information and conditions (beneficial aspects and potential stressors (not the kitchen sink)) of the species and its habitat, highlighting current and future risks faced by the species.

The first thing that needs to be done is to publish a notice in the Federal Register that will announce to the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine. This notice will also seek public comment on the 10(j) and 4(d) rules that accompanied the original listing proposal.

We are also coordinating with NOAA to complete modeling of snow persistence in wolverine habitat. The goal is to perform a fine scale assessment of the persistence of snow in wolverine habitat into the future (mid-century +/-) which includes consideration of slope, aspect etc. over two specific areas of suitable wolverine habitat. Results can directly compared to the McKelvy et al 2011 paper and results. The McKelvy model was a "flat" model that did not take into consideration slope, aspect and was also conducted at a scale orders of magnitude higher than the new modeling effort. This new study will provide further clarification necessary to inform our listing decision.

The FO Core Team Lead compiles all species information, conducts necessary analyses with Core Team input, and summarizes the results of the analyses, which will subsequently be reviewed by their manager and then the Core Team. In general throughout this process, other Core Team members will provide assistance during the assessment (e.g., participating on monthly Core Team calls, conducting and addressing issue-specific needs, helping with some portions of the analysis based on geographic or other topical expertise).

The Core Team will review products of the analysis and determine when it is ready to move to the Decision Phase. Each Core Team member is responsible for working with managers in their offices to ensure that everyone is comfortable with the analysis and the decision to move to the next phase.

The Core Team will review the draft listing rule to: (1) Evaluate for completeness of information and analyses, (2) determine if the information presented is relevant to or necessary for the decision(s) to be made, (3) determine if the methodology and analyses discussion is clear and logically presented; and (4) determine if the biological conclusions are sound and based on the information and analyses presented. This process allows for informal review, technical assistance, and policy advice during development and drafting of the rule.

Decision Phase

In the Decision Phase, various recommendations for the Director are developed by the Recommendation Team (see Table 3 above) based on the information presented in the analysis. This Recommendation Team meeting is intended to be an open discussion by all participants of the biological information and how it may apply to the regulatory framework of the Act.

In advance of the meeting, the Recommendation Team members review the analysis products and any other relevant information suggested by the Core Team. At the meeting, the FO Core Team Lead (with Core Team assistance as needed) presents a brief overview of the information, typically through use of a Powerpoint presentation. The discussion and the rationales for the listing recommendation will be recorded by a notetaker. There does not need to be consensus among Recommendation Team members for a listing recommendation to be made, in fact, independent concerns and conclusions are welcome.

Rationales for listing/not listing, and if applicable threatened or endangered status, will be requested from members and recorded. Near the end of the Recommendation Team meeting, a clear outline and rationale(s) for the recommendations are typically stated by the ranking Recommendation Team member for the notes to ensure easy transfer to the FR document. If “clear-cut” decisions *are not evident* by the ranking Recommendation Team member (typically the ARD/DARD, or possibly the RD/DRD if available to attend), the ranking member will conduct additional discussions with the RD as soon as possible to receive input and a decision(s) for the path forward. The decision for the path forward would subsequently be conveyed to the Recommendation Team members by the ARD, DARD, or a designee.

If it is determined that the species is warranted for listing as threatened or endangered, a *Critical Habitat Project Plan* would immediately be developed and added to this project plan by the ULT Project manager for determining critical habitat for the species. Any critical habitat proposal is expected to be developed concurrently with the proposed listing rule.

Federal Register Document Phase

The FO Core Team Leader and ULT Project Manager will draft the FR document based on the analysis and the Recommendation Team meeting. Once drafted, the FR document (as well as an

associated Information Memorandum) will be reviewed by the FO and RO Regional Liason, and subsequently reviewed and surnamed by those individuals identified in Table 4. The ULT Project Manager will also coordinate PPM review concurrent with RD surname review, and then process through HQ for final surnames and publication.

ROLES AND RESPONSIBILITIES

The purpose of this section is to identify specific roles and responsibilities for each organizational level of the Core Team to ensure that expectations are clear.

The ULT Project Manager is responsible for much of the work of the schedule, Project Plan, FR document, scheduling/coordinating meetings or Core Team calls, coordinating Phase 3 activities with other Core Team members, and assisting the FO(s) as needed. The FO Core Team Lead is responsible for much of the work on the analyses and drafting the FR document, and the Decision Phase Powerpoint Presentation development and delivery. Other Core Team members are expected to participate and assist throughout the process on an as needed basis, as well as participate on all Core Team calls, review and provide input on the various work products leading up to and including the FR listing document according to the schedule associated with this Project Plan. It is the responsibility of the Core Team to develop an efficient plan for sharing information and conducting reviews. It is critical that all Core Team members coordinate and communicate with their management (brief up) regarding the expectations outlined in this Project Plan, thus ensuring that this process operates effectively and efficiently.

Lead FO (MTFO)

- FO Core Team Leader and FO managers work with the ULT Project Manager to develop the Project Plan and associated schedule, and update as necessary.
- FO Core Team Leader and managers review the Project Plan and schedule, and understand time commitments. MTFWO identifies whether the level of commitment can be met (given an FO staff's potential other assignments), or whether other internal/FO workload considerations should be adjusted based on the level of complexity of package.
- FO Core Team Leader and other FO Core Team members brief up to FO Project Leader, advising them of the package direction, and coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal or formal meeting.
- The FO Core Team Lead serves as species expert, gathering the best available scientific and commercial information and is responsible for the scientific analysis, summarizing the analysis and biology in the assessment, and presenting at the Recommendation Team meeting. The FO Core Team Lead drafts and completes the assessment report with input and reviews provided by Core Team Members. Lead FO managers provide internal oversight for FO Core Team Lead and ensure quality of work products (i.e., concise, clear articulation of the scientific analysis and biological story conveyed in the assessment).
- The FO Core Team Lead and the Lead FO manager participate on Core Team conference calls and meetings associated with the various phases of the project.
- The FO Core Team Lead coordinates the review of the best available science (e.g., literature), as well as any information received by Federal agencies, States, Tribes, or other partners.
- If applicable, the Lead FO works with the ULT Project Manager on development of any tribal correspondence and coordination letters.
- The Lead FO serves as primary contact for stakeholders and public. Ensures all partners and major stakeholders have been contacted throughout the process, as needed and that actual notification under the Act of State and County representatives has been completed. This may require coordination with the Assist FO to ensure partners are kept apprised of decisions that may affect them.
- The Lead FO collaborates w/ ULT Project Manager and RO External Affairs lead to ensure an outreach plan is drafted at the time the FR document is ready for ARD/RD review.
- The Lead FO drafts and publishes any Legal Notices required, as well as all other External Affairs responsibilities related to a FR publication.

- Lead FO participants identified in Tables 1 and 3 participate in the Recommendation Team meeting, as well as any other management or other Recommendation Team member meetings that may be needed.
- With ULT Project Manager and Core Team assistance as needed, prepares a PowerPoint presentation for the Recommendation Team meeting. FO Core Team lead presents a summary of the biology, analyses, and both the current and projected future condition of the species to the Recommendation Team.
- The FO Core Team Lead assists the ULT Project Manager in the development of the draft FR document (as needed), and helps develop the associated Information Memorandum for the Director/Secretary. With Lead FO management input or review, the FO Core Team Lead also develops any additional briefing papers that may be needed for additional RO or HQ-level meetings.
- The FO Core Team Lead solicits information for and maintains the decisional record.
- Coordinates with the ULT Project Manager and other Core Team members as issues arise. Notifies the ULT Project Manager immediately if issues are not being addressed or assistance is needed and briefs Lead FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, avoid including RSOL on Core Team/mass emails related to this package. Coordinate directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). Cooperatively with ULT Project Manager, ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- FO Core Team Lead conducts note-taking of Core Team meeting/conference calls (main ideas/issues) for the decisional record, requesting assistance from the Assist FO Core Team Member if help is needed. These notes will serve as a record of the main points discussed and should be made available to Core Team members within a day of each call/meeting.

Assist FO

- The Assist FO Core Team Member and managers review the Project Plan and schedule, and understand time commitments. Staff and managers should identify whether the level of commitment can be met (given the Assist FO Core Team Member's potential other assignments), or whether other internal/Assist FO workload considerations should be adjusted to ensure Core Team expectations (e.g., deliverables) are met.
- Assist FO Core Team Member and/or Assist FO Manager briefs up to the Assist FO Project Leader, advising them of the package direction, coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal meeting or formal Recommendation Team meeting.

- The Assist FO Core Team Member and Assist FO Manager participate on Core Team conference calls and meetings associated with the various phases of the Project Plan.
- The Assist FO Core Team Member helps the FO Core Team Lead complete the scientific analysis and applicable portions of the assessment report, providing input and reviews as a Core Team Member.
- As needed, the Assist FO helps the ULT Project Manager and FO Core Team Lead develop and disseminate any correspondence with partners or interested parties within their portion of the species' range.
- The Assist FO serves as primary contact for stakeholders and public within their range of the wolverine. Through coordination with the FO Core Team Lead, ensures all partners or major stakeholders in the Assist FO's jurisdiction have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. Ensures partners are kept apprised of decisions that may affect them. This may require multiple discussions with partners as warranted (given the FO Core Team Lead does not regularly or typically coordinate with these partners).
- The Assist FO coordinates with the Lead FO to determine and process outreach needs related to the wolverine. The Assist FO also ensures that the FO's outreach needs are included in a draft outreach plan developed by Lead FO and provided to the ULT Project Manager at the time the FR document is ready for ARD/RD surname review.
- Participates in Recommendation Team Meeting, as well as any other management or Recommendation Team meetings that may be needed.
- If needed, help the FO Core Team Lead prepare a PowerPoint presentation for the Recommendation Team meeting.
- If needed, assists the ULT Project Manager and FO Core Team Lead in development and review of the FR document and associated Information Memorandum. If needed, helps the FO Core Team Lead develop any additional briefing papers that may be needed for additional management or Recommendation Team meetings.
- Coordinates with Assist FO Manager, ULT Project Manager, and other Core Team members as issues arise. Notify the ULT Project Manager immediately if issues are not being addressed or assistance is needed and brief FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, avoid including RSOL on Core Team/mass emails related to this package. Coordinate directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). Cooperatively with ULT Project

Manager and Lead FO, ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.

- If needed, assist FO Core Team Lead as note taker of Core Team meeting/conference calls (main ideas/issues) for the decisional record. These notes will serve as a record of the main points discussed and notification to Core Team members not available to participate on meetings/calls.
- Assist with preparation of outreach materials as necessary.
- Provide the FO Core Team Lead with decisional record files.

Lead RO (ULT Project Manager, ULT Region 6 Liason, Other Region 6 Managers)

- ULT Project Manager serves as coordinator and facilitator of all aspects of the listing evaluation process, including Core Team meetings/conference calls.
- ULT Project Manager, ULT Region 8 Liason, and other Lead RO managers provide guidance on policy, regulations, technical guidance, and assistance on any other significant issues to FO Core Team Lead and FO Core Team Assist offices, as needed.
- ULT Project Manager develops Regulatory Information Data Form (RID) and Regulatory Action Alert (RAA) forms.
- ULT Project Manager drafts Project Plan and associated schedule, and works with other Core Team members and managers to develop and finalize the Project Plan and schedule.
- ULT Project Manager provides email notification to all Core Team members and meeting participants regarding action items following Core Team conference calls/meetings.
- ULT Project Manager ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner. Serves as primary contact/coordinator with RSOL, including meeting invitations and document reviews, to help ensure that privileged records are not mixed with non-privileged records.
- ULT Project Manager participates in the development of the assessment in coordination with the Core Team.
- ULT Project Manager reviews the scientific analysis documents, the assessment, and other documents as applicable, and ensures information is developed such that it clearly presents and discusses all important issues, incorporates a logic chain for conclusions, and can be easily incorporated into pertinent sections of the FR document.
- ULT Project Manager Serves as the Core Team's copyeditor for the assessment once the Lead FO Manager determines the assessment is ready for Core Team review.

- ULT Project Manager coordinates early and often with Core Team members as issues arise. Notifies Core Team members immediately if issues are not being addressed or assistance is needed, and briefs the ULT Region 6 Liason and other RO management as necessary.
- ULT Project Manager develops agendas for Core Team calls, the Recommendation Team meeting, and other meetings as applicable, coordinating with Core Team Members and managers as needed.
- If desired by the Lead FO, the ULT Project Manager assists in developing a PowerPoint presentation for briefing the Recommendation Team meeting (including associated tools that may be needed for the meeting). The ULT Project Manager reviews draft powerpoint in preparation for the Recommendation Team meeting.
- Participates in Recommendation Team meeting. The ULT Project manager with ULT Region 6 Liason assistance will find a facilitator and notetaker for this meeting, the latter of which will document the discussion and the rationale for the recommendations.
- ULT Project Manager processes the review and surnaming of the FR document and associated files (e.g., Information Memorandum).
- ULT Project Manager ensures necessary RSOL review and surnames are obtained for FR document prior to transmittal to HQ.
- ULT Project Manager ensures review of the FR document by HQ's Division of Policy, Performance, and Management Program (PPM).
- ULT Project Manager coordinates with RO External Affairs staff on package development (i.e., includes FO External Affairs contact is included in FR document transmittals so they have the most recent version for creating outreach documents).
- ULT Project Manager assists HQ with any substantive edits that may be needed in the FR document after formal transmittal to HQ.
- ULT Project Manager ensures all supportive information for the FR document (e.g., SSA, References Cited) are finalized and provided to HQ for eventual posting on the Internet at <http://www.regulations.gov>.
- ULT Project Manager and all other RO-level participants provide decisional record files to the Lead FO according to the decisional record milestones identified in the schedule.

Assist RO (R1 and R8)

- Assist ULT Member from R1/R8 RO will participate on Core Team assessment analysis, meetings, and monthly calls, and relay information to R1/R8 RO management as necessary throughout the project.

- Assist ULT Member reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers as appropriate.
- Assist ULT Member will be responsible for coordination with other relevant Service programs within R1/R8.
- Assist ULT member will review and provide comment on the assessment products as needed and coordinate R1 review and concurrence of the FR document.
- R1 management and ULT member will participate in the Recommendation Team Meeting and provide R1/R8 recommendation and feedback.
- Assist ULT Member is responsible for coordinating discussions between R6 and R1/R8 if there are differences of opinion and concerns from R1/R8. Necessary discussions should be scheduled in a timely fashion as to not greatly slow down the project. Every effort should be given to raise issues as they arise and avoid big issues at the last minute.

RSOL

- RSOL Office Lead participates on Core Team kick off call and other Core Team monthly calls as needed, providing legal guidance and risk analysis as necessary throughout listing evaluation process.
- Reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers as appropriate.
- Provides critical review and legal advice on the information provided in the scientific analysis, report, and associated documents.
- Participates in Recommendation Team Meeting, providing feedback on potential concerns and legal advice.
- Provides review and RSOL surname of streamlined FR document.

CONTROL AND REPORTING

Reporting Procedures and Issue/Problem Management. For biological or analytical related issues or concerns related to the analysis developed for the SSA, contact the FO Core Team Lead. For all other potential issues or concerns related to development of the FR document, scheduling concerns, or any other project-related issue addressed in this Project Plan, contact the ULT Project Manager.

Depending on the issue/concern, the FO Core Team Lead and ULT Project Manager will confer and either: (1) Discuss and address the issue during the next regularly scheduled Core Team call/meeting, (2) discuss and address the issue via an impromptu Core Team call/meeting, or (3) brief FO management, the ULT Region 6 Liason, and other RO management by holding an impromptu call/meeting with the Core Team, FO management, and RO management to discuss and address the issue.

Project Monitoring. Barring unforeseen circumstances, the Core Team anticipates that the schedule with associated deliverables and milestones will be met. If there is a hint that some aspect of the schedule will be impacted (e.g., a reviewer will be unable to conduct their scheduled review by the designated date, a document will not be available by a designated date), that individual is to immediately contact the ULT Project Manager who will then promptly coordinate with the appropriate individual(s) so members can plan accordingly. In the event that some aspect of the schedule needs to be modified, the ULT Project Manager will coordinate with the Core Team and ultimately be responsible for providing an amicable alternative that would provide no impact or the least impact possible (which will take into account potential impacts to other deliverables and milestones). In such circumstances, the schedule could be updated; thus, the schedule is treated as a living document throughout the process.

Document Reviews. The Core Team is expected to conduct concurrent information/document reviews. All document reviews are expected to be completed by close of business on the designated due date as outlined in the associated schedule, with edits/comments provided electronically (i.e., edits and comments embedded through track changes tool in the MS Word document that is provided for review. All controversial comments will be addressed to the Core Team for potential issue resolution during the next conference call/meeting, or impromptu call/meeting as needed. Any comment/issue that is not resolved by the Core Team may be elevated as outlined in Section 7.1. Miscellaneous additional specifics regarding document reviews include the following:

All Core Team members are responsible for notifying their internal management (as applicable) in advance regarding the schedule for review of the various documents and participation on conference calls/meetings associated with those documents or various issues.

Managers at the various levels (FO, RO, HQ) may request to review a document or portion thereof at any point/stage in the process. If this occurs, the Core Team member at that level is responsible for coordinating that review, collating those comments with their own in electronic format (i.e., using track changes function of MS Word), and providing that information to the author in a timely manner so as not to impact the schedule. Additionally, the Recommendation Team is expected to conduct concurrent reviews of the briefing materials provided prior to the Recommendation Team Meeting, along with any associated documents in preparation for the meeting.

**DETAILED SCHEDULE - TO BE FILLED OUT ONCE A TIMELINE IS AGREED UPON,
 TEMPLATE BELOW IS FOR PROJECT WITH AN SSA**

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Wolverine Listing Evaluation	730 days	DATE	DATE		
Phase 1 - Project Planning	XX days				Overlaps with start of Phase 2
Develop draft Project Plan & schedule	XX days			ULTProjMgr	
Core Team reviews draft Project Plan & schedule	XX days			Core Team,Mgrs	
Kickoff call	1 day			All	
Revise draft Project Plan & schedule based on Core Team review	3 days			ULTProjMgr	Concurrent w/ start of Phase 2
Project Plan & schedule sent to HQ	1 day			ULTProjMgr	
Phase 2 - SSA	XXX days				
Core Team decides on SSA structure & SSA analysis tools for Species Needs, Current Condition, & Future Condition	XX days			LeadFO, Core Team	
SSA Report Outline Due to Core Team	1 day			LeadFO	
Core Team reviews SSA Report outline/structure	4 days			Core Team	
Draft portions of SSA report (Biology, Life History, Methodology, Intros to Species Needs, etc.)				LeadFO, Core Team assist	
Species Needs - Individual Level				LeadFO,Core Team assist	
Species Needs - Population Level				LeadFO,Core Team assist	
Species Needs - Species Level				LeadFO,Core Team assist	
Species Needs - Complete analysis tables (indiv, pop, and species levels)				AssistFO, LeadFO	
Analysis--Current Condition				AssistFO, LeadFO, Core Team	
Analysis--Future Condition & Status				LeadFO, AssistFO, Core Team	
Continue drafting SSA Report				LeadFO	
LeadFO Mgr review & Lead FO editing of SSA Report				LeadFO	
Core Team 1st review of SSA Report	10 days			Core Team	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Revise SSA Report	10 days			AssistFO, LeadFO	
Core Team 2nd review of draft SSA Report	4 days			Core Team	
Edits to draft SSA Report based on Core Team's 2nd review	9 days			AssistFO, LeadFO	
Draft SSA Report sent to peer reviewers & partners	1 day			LeadFO	
Concurrent peer & partner reviews of draft SSA Report	20 days			Peer Reviewers, Partners	
Concurrent with above, address minor additional edits & proofreading to draft SSA Report not yet addressed in version submitted for peer & partners reviews	20 days			LeadFO	
Consideration of peer & partner reviews of draft SSA Report; edit SSA Report accordingly	8 days			LeadFO, AssistFO	
SSA Report sent to Recommendation Team for review	10 days			ULTProjMgr	
Prepare PowerPoint presentation	10 days			LeadFO	Include dry-run around day 6
Phase 3 - Recommendation Team Meeting	XX days				LITTLE TO NO FLEXIBILITY IN SCHEDULE BELOW THIS ROW
Recommendation Team Meeting				RecTeam	Occurs one of these 4 days
Edits to SSA Report based on input from Recommendation Team meeting & comments from peer reviewers/partners				LeadFO	
Core Team expedited review of changes to SSA Report				Core Team	Review is of Track Changes only following any input received during RecommendationTeam Meeting.
Finalize SSA Report				LeadFO	
Final SSA Report due to ULTProjMgr to start FR document development				LeadFO	
Phase 4 - Streamlined FR Document	XX days				
Draft FR document	5 days			ULTProjMgr	
FOs & ULTRegLiason reviews	7 days			LeadFO, AssistFO, ULTRegLiason	
Edit FR document	5 days			ULTProjMgr	
Assist Regions and RSOL prelim review of FR document	10 days			RSOL, R1, R8 FO/RO	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Edit FR document	4 days			ULTProjMgr	
Draft Communications Strategy due to ULTProjMgr	1 day			LeadFO	
PPM/RD Review/R1 Concurrence review	10 days			PPM,RD, Assist FO/RO	
RSOL formal surname (review & editing)	5 days			RSOL, ULTProjMgr	
AES Review	5 days			ULTProjMgr	
Director Review	5 days			ULTProjMgr	
FWP Review	10 days			ULTProjMgr	
Exec Sec Review	2 days			ULTProjMgr	+ 30 days before required submittal to FR
Supporting documentation for posting at regulations.gov provided to PPM		TBD	TBD	ULTProjMgr	
Package Sent to FR	0 days	9/30/17	9/30/17	ULTProjMgr	

Timeline Disclaimer

Our intent is to move forward incrementally with the work associated with this planning effort by assigning work at each biweekly call. Our ability to accomplish tasks will be influenced by other office priorities. Dates in the above table are tentative and subject to change. This is a living working document that will be updated as the process continues.

STANDARD OPERATING PROCEDURES (SOP)

- We will conduct biweekly phone calls with the Core Team.. On each call tasks will be assigned that need to be completed by the next biweekly call.
 - We will share documents on our sharepoint site or google drive and collaborate using these documents.
 - All files will be named according to an agreed upon filing convention.
 - Documents will follow Federal Register citations (including page numbers) and formatting, except assessment or SSA documents will be single spaced.
 - Emails relating to the project will include “Wolverine” at the beginning of the subject line.

From: [Grizzle, Betty](#)
To: [Bush, Jodi](#)
Subject: Re: Draft Project Plan?
Date: Tuesday, September 6, 2016 12:39:52 PM

Thanks Jodi. Talk to you tomorrow.

On Tue, Sep 6, 2016 at 11:26 AM, Bush, Jodi <jodi_bush@fws.gov> wrote:
Sorry. Thought I had sent that. Here it is. It is still very much a draft.

Justin Shoemaker in our R6 regional office is the author. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Tue, Sep 6, 2016 at 11:59 AM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:
Hi Jodi - Do you have a draft project plan available for me to review?

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

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Betty J. Grizzle, D.Env.
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2177 Salk Ave, Suite 250
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From: [Marjorie Nelson](#)
To: [Bush, Jodi](#)
Cc: [Tyler Abbott](#); [Dennis Mackey](#); [Paul Henson](#); [Larry Crist](#); [Eric Rickerson](#); [Wally Murphy](#); [Marilet Zablan](#); [Kit Hershey](#); [Seth Willey](#); [Sarah Quamme](#); [Michael Long](#); [Betty Grizzle](#); justin_shoemaker@fws.gov
Subject: Re: Wolverine POCs for your offices
Date: Wednesday, September 7, 2016 3:56:00 PM

Thanks Jodi,
Justin is the RO contact.
Marj

Sent from my iPhone

On Sep 7, 2016, at 3:43 PM, Bush, Jodi <jodi_bush@fws.gov> wrote:

Hello folks. This email is in regards to a kickoff call we are trying to schedule for later this month for a wolverine status review. This is in response to our recent court loss earlier this spring.

To schedule that call I would like to know who your species points of contacts are going to be and who your management leads will be.

Regional Office folks please identify your contact person as well.

Please provide at least one POC, even if you determine that you or your staff do not need to be overly concerned with the status review or the species.

Betty Grizzle (Carlsbad Office) will be on detail to the MTESO as lead for this process.

If I could get names from folks asap -but no later than Monday Sept 12 please. We are trying to schedule the call for later this month.

If you think I am missing anyone, please forward this message on. Thank you.
JB

<image.png>
Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine Project Plan
Date: Thursday, September 8, 2016 11:21:06 AM

Thanks Justin! I think she sent me the July 28 draft. Since we don't yet have a timeline, I was not going to make any comments on that part of the Plan or Schedule. I will try to get my review back to you by COB tomorrow.

I arrived here in February 2009, so we may have overlapped a little bit, but I was the Conservation Partnerships Division Chief at the time, so not in the Listing/Recovery Program (I voluntarily stepped down from that supervisory position so I could work on another Master's degree at UCSD, now finished, and on to another one at UC Berkeley, online).

On Thu, Sep 8, 2016 at 10:07 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Betty,

I've made several versions w/ different timelines. Not sure what Jodi gave you, but here's what I've got as the latest for a 24 mo schedule. I also have timelines for 12 mo and 18 mo, depending on what we get in negotiations w/ plaintiffs.

Were you in Carlsbad 2006-2009 when I was there?

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Thu, Sep 8, 2016 at 11:32 AM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:
Hi Justin - Do you have a Word version of the draft Wolverine Project Plan? Jodi Bush sent me a copy but it is a pdf format and I would like to offer some comments/edits/suggestions.
Thank you,
Betty

--

Betty J. Grizzle, D.Env.
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From: [Grizzle, Betty](#)
To: [Justin Shoemaker](#)
Subject: Comments on Draft Project Plan for Wolverine
Date: Thursday, September 8, 2016 2:40:23 PM
Attachments: [Wolverine Project Plan DRAFT 07282016 24 mo BJB edits.docx](#)

Justin - Please see attached for suggestions/comments on draft Project Plan.
Thanks for letting me review,
Betty

--

Betty J. Grizzle, D.Env.
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PROJECT PLAN FOR THE WOLVERINE LISTING DETERMINATION

U.S. Fish and Wildlife Service Mountain-Prairie Region



1.0 INTRODUCTION

The wolverine has a Holarctic (habitats found in the northern continents) distribution including northern portions of Europe, Asia, and North America. The wolverines in the contiguous United States are a part of the New World subspecies, *G. g. luscus*: the North American wolverine (Kurten and Rausch 1959 p. 19; Pasitschniak-Arts and Lariviere 1995, p. 1). The wolverine is the largest terrestrial member of the family Mustelidae. Adult males weigh 12 to 18 kilograms (kg) (26 to 40 pounds (lb)), and adult females weigh 8 to 12 kg (17 to 26 lb) (Banci 1994, p. 99). The wolverine resembles a small bear with a bushy tail. It has a broad, rounded head; short, rounded ears; and small eyes. Each foot has five toes with sharp, curved claws used for digging and climbing (Banci 1994, p. 99).

In North America, wolverines occur within a wide variety of alpine, boreal, and arctic habitats, including boreal forests, tundra, and western mountains throughout Alaska and Canada. The southern portion of the species' range extends into the contiguous United States, including high-elevation alpine portions of Washington, Idaho, Montana, Wyoming, California, and Colorado (Wilson 1982, p. 644; Hash 1987, p. 576; Banci 1994, p. 102, Pasitschniak-Arts and Lariviere 1995, p. 499; Aubry *et al.* 2007, p. 2152; Moriarty *et al.* 2009, entire; Inman *et al.* 2009, pp. 22-25). Wolverines do not appear to specialize on specific vegetation or geological habitat aspects, but instead select areas that are cold and receive enough winter precipitation to reliably maintain deep persistent snow late into the warm

This Project Plan (Plan) presents our process to guide our analysis of information to determine if the North American wolverine (wolverine: *Gulo gulo luscus*) should be listed as threatened or endangered. The Plan will be used by the Lead Field Office (Lead FO), Lead Regional Office (Lead RO), [or is this Unified Listing Team (ULT) Project Manager??] Headquarters (HQ), and Mountain-Prairie Regional Solicitor's Office (RSOL), as well as Assisting FO (Assist FO) and Assisting RO (Assist RO). The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register (FR) listing documents, roles and responsibilities of participants, and a schedule. This provides participants a common understanding of roles and responsibilities, and standard operating procedures in achieving the

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I have provided suggestions here and throughout document for slightly different structure based on the SSAs and previous Sp Rpts I have worked on.

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overall project goal. It also provides managers with an understanding of the project schedule and expectations.

1.1 Purpose: In compliance with a Court order that remanded our previous withdrawal of a proposed rule to list a Distinct Population Segment (DPS) of the wolverine (79 FR 47522; August 13, 2014), the Service will prepare either a revised proposed rule to list or a revised withdrawal of the previous proposed rule (78 FR 7864; February 4, 2013). Update this section after settlement with Plaintiffs. The Service will prepare a FR notice to announce the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine. This notice will also seek public comment on the 10(j) and 4(d) rules that accompanied the original listing proposal.

1.2 Package Document Requirements: Project Plan and Schedule, Species Status Assessment, Federal Register document (proposed rule), Information Memorandum, References Cited, and Outreach Package.

See associated schedule for a list of milestones and deliverables needed for package development and submittal. Additional office-specific (internal to the Lead FO operations) may also apply but may not be represented in the Plan and schedule.

Project Schedule

The chart below shows the general time allotment for major milestones of this project which we expect to take 24 months depending on agreement with plaintiffs. This is the minimum amount of time necessary for us to complete a thorough Species Status Assessment (SSA) for wolverine, hold expert elicitation meetings and information sessions as necessary, fully consider a new snow persistence climate study being conducted in coordination with NOAA, and seek peer and partner review on our SSA report and the science behind it.

Deleted: We withdrew the proposed rule to list the distinct population segment of the North American wolverine (*Gulo gulo luscus*) occurring in the contiguous United States as a threatened species under the Act on August 13, 2014 (79 FR 47522). The withdrawal was based on our conclusion that the factors affecting the DPS as identified in the proposed rule are not as significant as believed at the time of the proposed rule's publication (February 4, 2013). We base this conclusion on our analysis of current and future threat factors. Therefore, we withdrew our proposal to list the wolverine within the contiguous U.S. as a threatened species. As a result, we also withdrew our associated proposed rule under section 4(d) of the Act contained in the proposed listing rule and withdrew the proposed nonessential experimental population designation under section 10(j) of the Act for the southern Rocky Mountains, which published in a separate document on February 4, 2013.

Deleted: Our withdrawal of the proposed rule to list the wolverine was quickly litigated, resulting in a ruling on April 4, 2016, vacating our withdrawal of the proposed rule to list a DPS of the North American wolverine as threatened under the Act. The judge ruled against the Service for failing to adequately consider climate change and small population size in determining to withdraw. Since the withdrawal is vacated, the wolverine is now again in proposed for listing status. We must publish a **proposed/final** determination on listing the wolverine DPS by **DATE?**.

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To analyze the vacated withdrawal rule and any relevant new information or analysis to determine if the wolverine should be listed as threatened or endangered. Either surgically update a proposed rule to list, or update the withdrawal, to address the judge's ruling; or carry out a thorough SSA analysis on wolverine to inform a revised **proposed rule/final rule/withdrawal**. ¶

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The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register listing documents, roles and responsibilities of participants, and a schedule. This will give the participants a common understanding of their role, expectations, and standard operating procedures in achieving the overall project goal. It also allows managers to understand the project schedule and agree to these expectations. ¶

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2.0 Phase 1: Project Planning

Prior to the kickoff call, the Lead RO will draft this Project Plan, and confirm participants and points of contact (see Section 3.0). The Project Plan serves as a road map for all team members for completing documents and actions that contribute directly or indirectly toward the publication of a FR document and completion of the listing evaluation. This phase starts with a “kick-off” call/meeting that includes identification of the various team members including the Core Team (see section 2.1 below). During the Project Plan phase, the Lead RO will provide the draft plan to all members of the Core Team for review and approval.

During the kickoff call, the Core Team will discuss any administrative or processing concerns with the package as a group to be sure everyone is clear on how the process will proceed. The Core Team members will also identify and discuss if there are any precursory steps or crucial uncertainties that need to be resolved prior to package development or any recommendation meeting. In addition, the Core Team also should discuss whether there are differences in potential threats or biology, etc., across the range of the taxon that may be important to resolve at the initial stages of package development. In other words, the Core Team needs to think about what kinds of preparatory work needs to be resolved prior to the recommendation phase (see Phase 3 below). If we are aware of uncertainties at this stage, they should be discussed during Phase 1 and early Phase 2, and managers on the Recommendation Team should be briefed. If we know about uncertainties at that time or if there are concerns, we should have a check-in call with management to discuss and resolve any issues so the Core Team can proceed on the package development.

The Core Team determines when the Project Plan is complete, but each team member “briefs up” to ensure that everyone is comfortable with deadlines, assignments, review schedules, and work products included in the plan. Additionally, the Lead FO Core Team member should begin compiling, reviewing, and organizing information (i.e., the start of Phase 2 overlaps with Phase 1). Note that Core Team or management concerns at any level/office need to be addressed at the appropriate phase (see Section 7.0 below) as opposed to when analyses are completed and the Species Status Assessment or FR documents are being drafted.

For more information on Phase 1 of Region 8’s 4-Phase approach to completing listing documents, see the *Pacific Southwest Region Listing Program 4-Phase Approach Guidance* dated January 2014.

2.1 Participants/Points of Contact

The development of the analysis to support a listing decision will be conducted by a Core Team of Service biologists from Region 6, Region 1, and Region 8 (see “Roles and Responsibilities” section below). A management team will provide management oversight and leadership direction. The RSOL will be involved as a Core Team member specifically to provide legal advice on the rationales and decisions that are developed throughout the listing action. We will also engage additional subject matter experts and stakeholders as appropriate.

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Table 1: CORE TEAM MEMBERS

NAME	ROLE	OFFICE	CONTACT INFORMATION
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Justin Shoemaker	ULT Project Manager	R6 RO	309-757-5800 x214
	Assist ULT Member	R1 RO, R8 RO	
<u>Betty Grizzle</u>	FO Core Team Leader	<u>Carlsbad Fish and Wildlife Office (CFWO)</u>	<u>760-431-9440 x 215</u>
	Lead FO Management	MTFO	
	Assist FO Core Team Member	TBD	
	Assist FO Management	TBD	
	RSOL—Legal Advice	R6 RSOL	

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Table 2: OTHER PARTICIPANTS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Serena Baker	Lead RO Public Affairs; Outreach	R6 RO External Affairs	
	SSA FIT Member?		
	Science support?		
	GIS	CFWO??	

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Table 3: RECOMMENDATION TEAM MEMBERS

NAME	OFFICE/POSITION	CONTACT INFORMATION
Core Team Members	see Table 1 above	
Jodi Bush	Lead FO Field Supervisor	406-449-5225 x205
?	Assist FO Field Supervisor	
Seth Willey	ULT Region 6 Liason	303-236-4257
Marj Nelson	Chief R6 Division of Ecological Services	303-236-4258
Michael Thabault	R6 ARD, Ecological Services	303-236-4210
Matt Hogan	Deputy Regional Director	
Noreen Walsh	Regional Director R6	
Kit Hershey	Chief, Branch of Listing and Critical Habitat	503-231-6869
Rollie White	R1 ARD, Ecological Services	
Terry Rabot	Deputy Regional Director R1	
Robyn Thorson	Regional Director R1	
	R8 ARD, Ecological Services	
	Deputy Regional Director R8	
	Regional Director R8	

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Table 4: FEDERAL REGISTER SURNAME LIST

NAME	OFFICE
ULT Project Manager (Shoemaker)	R6
ULT Region 6 Liason (Willey) or ES Chief (Nelson)	R6
R6 ARD (Thabault) or Deputy ARD (Alt)	R6
R6 RD (Walsh) or Deputy RD (Hogan)	R6
R6 RSOL	RSOL
AES, DIR, and other DOI surnames as processed by ULT Project Manager	

3.0 Phase 2: Species Analysis

The purpose of Phase 2 is to conduct an objective scientific assessment of the best available biological information about the wolverine and its habitat. The analysis is referred to as a Species Status Assessment or SSA and will include the necessary biological and ecological background information on the wolverine, explanation of the species' needs, analysis of current and potential future conditions (factors), explanation of the stressors that may be negatively impacting the species or its habitat, and (where applicable) conditions that may be providing a benefit to the species or its habitat that may offset any negative impacts. It brings to light all the pertinent biological information and conditions (beneficial aspects and potential stressors (not the kitchen sink)) of the species and its habitat, highlighting current and future risks faced by the species.

The SSA provides the biological support and documentation for a future recommendation of the listing determination (i.e., Phase 3), and thus, needs to be reviewed and discussed before we can move forward on any biological or regulatory conclusions. Phases 3 and 4, described below, are where we apply our regulatory evaluation on how the stressors apply to the wolverine in the context of listing under the Endangered Species Act (i.e., whether those stressors individually or cumulatively rise to the level of a threat as defined under the Act).

We are also coordinating with NOAA to complete modeling of snow persistence in wolverine habitat. The goal is to perform a fine scale assessment of the persistence of snow in wolverine habitat into the future (mid-century +/-) which includes consideration of slope, aspect etc. over two specific areas of suitable wolverine habitat. Results can be directly compared to the McKelvy et al 2011 paper and results. The McKelvy model was a "flat" model that did not take into consideration slope, aspect and was also conducted at a scale orders of magnitude higher than the new modeling effort. This new study will provide further clarification necessary to inform our listing decision.

The FO Core Team Lead compiles all species information, conducts necessary analyses with Core Team input, and summarizes the results of the analyses in the SSA, which will subsequently be reviewed by their manager and then the Core Team. In general throughout this process, other Core Team members will provide assistance during the assessment (e.g., participating on monthly Core Team calls, conducting and addressing issue-specific needs, helping with some portions of the analysis based on geographic or other topical expertise).

The Core Team will review products of the analysis and determine when it is ready to move to the Decision Phase. Each Core Team member is responsible for working with managers in their offices to ensure that everyone is comfortable with the analysis and the decision to move to the next phase.

Review by the Core Team of the draft SSA is crucial, and it is important to strive for a Final SSA prior to the development of the FR document (Phase 4). An SSA that is incomplete will hinder the effectiveness of each Core Team member's responsibilities and potentially cause a domino-effect for completing Phase 3 and 4 actions. The Core Team will review the draft SSA to: (1) Evaluate for completeness of information and analyses, (2) determine if the information

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presented is relevant to or necessary for the decision(s) to be made, (3) determine if the methodology and analyses discussion is clear and logically presented; and (4) determine if the biological conclusions are sound and based on the information and analyses presented. This process allows for informal review, technical assistance, and policy advice during development and drafting of the SSA.

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4.0 Phase 3: Decision Phase [or Recommendation Team Meeting??]

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Phase 3 includes a meeting of the Recommendation Team members (see Table 3 above). This phase is intended to be an open discussion by all participants of the biological information in the Species Report and how it may apply to the regulatory framework of the Act.

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In advance of the meeting, the Recommendation Team members review the draft SSA and any other relevant information suggested by the Core Team. At the Recommendation Team meeting, the FO Core Team Lead (with Core Team assistance as needed) presents a brief overview of the information in the SSA, typically through use of a PowerPoint presentation. The discussion and the rationales for the listing recommendation will be recorded by a notetaker (provided by the Lead RO). There does not need to be consensus among Recommendation Team members for a listing recommendation to be made, in fact, independent concerns and conclusions are welcome.

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Rationales for listing/not listing, and if applicable threatened or endangered status, will be requested from members and recorded. Near the end of the Recommendation Team meeting, a clear outline and rationale(s) for the recommendations are typically stated by the ranking Recommendation Team member for the notes. If “clear-cut” decisions *are not evident* by the ranking Recommendation Team member (typically the ARD/DARD, or possibly the RD/DRD if available to attend), the ranking member will conduct additional discussions with the RD as soon as possible to receive input and a decision(s) for the path forward. The decision for the path forward would subsequently be conveyed to the Recommendation Team members by the ARD, DARD, or a designee.

If it is determined that the species is warranted for listing as threatened or endangered, a *Critical Habitat Project Plan* would immediately be developed and added to this project plan by the ULT Project manager for determining critical habitat for the species. Any critical habitat proposal is expected to be developed concurrently with the proposed listing rule.

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Phase 4: Federal Register Document

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The FO Core Team Leader and ULT Project Manager will draft the FR document based on the analysis and the Recommendation Team meeting. Once drafted, the FR document (as well as an associated Information Memorandum) will be reviewed by the FO and RO Regional Liaison, and subsequently reviewed and surnamed by those individuals identified in Table 4. The ULT Project Manager will also coordinate PPM review concurrent with RD surname review, and then process through HQ for final surnames and publication.

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6.0 Roles and Responsibilities

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The purpose of this section is to identify specific roles and responsibilities for each organizational level of the Core Team to ensure that expectations are clear.

The ULT Project Manager is responsible for the majority of the work of the schedule, Project Plan, FR document, scheduling/coordinating meetings or Core Team calls, coordinating Phase 3 activities with other Core Team members, and assisting the FO(s) as needed. The FO Core Team Lead is responsible for the majority of the work on the analyses contained in the SSA and the Decision Phase PowerPoint Presentation development and delivery. Other Core Team members are expected to participate and assist throughout the process on an as-needed basis, as well as participate on all Core Team calls, review, and provide input on the various work products leading up to and including the FR listing document according to the schedule associated with this Project Plan. It is the responsibility of the Core Team during Phase 1 to develop an efficient plan for sharing information and conducting reviews. It is critical that all Core Team members coordinate and communicate with their management regarding the expectations outlined in this Project Plan, thus ensuring that this process operates effectively and efficiently.

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6.1 Lead FO (Carlsbad Fish and Wildlife Office or CFWO)

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- FO Core Team Leader and FO managers work with the ULT Project Manager to develop the Project Plan and associated schedule, and update as necessary.
- FO Core Team Leader and managers review the Project Plan and schedule, and understand time commitments. The Lead FO identifies whether the level of commitment can be met (given an FO staff's potential other assignments), or whether other internal/FO workload considerations should be adjusted based on the level of complexity of package.
- FO Core Team Leader and other FO Core Team members brief up to FO Project Leader, advising them of the package direction, and coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal or formal meeting.
- The FO Core Team Lead serves as species expert, gathering the best available scientific and commercial information and is responsible for the scientific analysis, summarizing the analysis and biology in the SSA, and presenting at the Recommendation Team meeting. The FO Core Team Lead drafts and completes the SSA with input and reviews provided by Core Team Members. Lead FO managers provide internal oversight for FO Core Team Lead and ensure quality of work products (i.e., concise, clear articulation of the scientific analysis and biological story conveyed in the assessment).
- The FO Core Team Lead and the Lead FO manager participate on Core Team conference calls and meetings associated with the various phases of the project.
- The FO Core Team Lead coordinates the review of the best available science (e.g., literature), as well as any information received by Federal agencies, States, Tribes, or other partners. If necessary, the Lead FO works with the ULT Project Manager on development of any tribal correspondence and coordination letters.
- The Lead FO serves as primary contact for stakeholders and public and ensures that all partners and major stakeholders have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. This may require coordination with the Assist FO to ensure partners are kept apprised of decisions that may affect them.
- The Lead FO collaborates with the ULT Project Manager and RO External Affairs lead to ensure an outreach plan is drafted at the time the FR document is ready for ARD/RD review.
- The Lead FO drafts and publishes any Legal Notices required, as well as all other External Affairs responsibilities related to a FR publication.

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- Lead FO participants identified in Tables 1 and 3 participate in the Recommendation Team meeting, as well as any other management or other Recommendation Team member meetings that may be needed.

- With ULT Project Manager and Core Team assistance as needed, the Lead FO prepares a PowerPoint presentation for the Recommendation Team meeting. The Lead FO presents a summary of the biology, analyses, and both the current and projected future condition of the species to the Recommendation Team.

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- The FO Core Team Lead assists the ULT Project Manager in the development of the draft FR document (as needed), and helps develop the associated Information Memorandum for the Director/Secretary. With Lead FO management input or review, the FO Core Team Lead also develops any additional briefing papers that may be needed for additional RO or HQ-level meetings.

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- The FO Core Team Lead solicits information for and maintains the decisional record. All records will be transferred to the Helena FWO once the final decisional record is complete.

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- The FO Core Team Lead coordinates with the ULT Project Manager and other Core Team members as issues arise and notifies the ULT Project Manager immediately if issues are not being addressed or assistance is needed and briefs Lead FO management, as needed.

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- Unless coordinating directly with RSOL for a specific topic, the FO Core Team Lead will avoid including RSOL on Core Team/mass emails related to this package. Instead, coordination, directly with RSOL will be on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus providing a clean separation between privileged and non-privileged records). Cooperatively with ULT Project Manager, the FO Core Team Lead ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.

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- FO Core Team Lead conducts note-taking of Core Team meeting/conference calls (main ideas/issues) for the decisional record, requesting assistance from the Assist FO Core Team Member if help is needed. These notes will serve as a record of the main points discussed and should be made available to Core Team members within a day of each call/meeting.

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6.2 Assist FO (Is this Helena? The other Assist FO are listed below)

- The Assist FO Core Team Member and managers review the Project Plan and schedule, and understand time commitments. Staff and managers should identify whether the level of commitment can be met (given the Assist FO Core Team Member's potential other assignments), or whether other internal/Assist FO workload considerations should be adjusted to ensure Core Team expectations (e.g., deliverables) are met.

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- Assist FO Core Team Member and/or Assist FO Manager briefs up to the Assist FO Project Leader, advising them of the package direction, coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal meeting or formal Recommendation Team meeting.
- The Assist FO Core Team Member and Assist FO Manager participate on Core Team conference calls and meetings associated with the various phases of the Project Plan.
- The Assist FO Core Team Member helps the FO Core Team Lead complete the scientific analysis and applicable portions of the SSA, providing input and reviews as a Core Team Member.
- As needed, the Assist FO assists the ULT Project Manager and FO Core Team Lead develop and disseminate any correspondence with partners or interested parties within their portion of the species' range.
- The Assist FO serves as primary contact for stakeholders and public within their range of the wolverine. Through coordination with the FO Core Team Lead, the Assist FO ensures all partners or major stakeholders in the respective Assist FO's jurisdictions have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. The Assist FO ensures partners are kept apprised of decisions that may affect them. This may require multiple discussions with partners as warranted (given the FO Core Team Lead does not regularly or typically coordinate with these partners).
- The Assist FO coordinates with the Lead FO to determine and process outreach needs related to the wolverine. The Assist FO also ensures that the FO's outreach needs are included in a draft outreach plan developed by Lead FO and provided to the ULT Project Manager at the time the FR document is ready for ARD/RD surname review.
- The Assist FO participates in Recommendation Team Meeting, as well as any other management or Recommendation Team meetings that may be needed.
- If needed, the Assist FO assists the FO Core Team Lead prepare a PowerPoint presentation for the Recommendation Team meeting.
- If needed, the Assist FO assists the ULT Project Manager and FO Core Team Lead in development and review of the FR document and associated Information Memorandum. If needed, also assists the FO Core Team Lead develop any additional briefing papers that may be needed for additional management or Recommendation Team meetings.
- The Assist FO coordinates with Assist FO Manager, ULT Project Manager, and other Core Team members as issues arise. Notify the ULT Project Manager immediately if issues are not being addressed or assistance is needed and brief FO management, as needed.

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- Unless coordinating directly with RSOL for a specific topic, the Assist FO will avoid including RSOL on Core Team/mass emails related to this package. Coordination will be directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). The Assist FO will work cooperatively with ULT Project Manager and Lead FO to ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.

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- If needed, assist FO Core Team Lead as note taker of Core Team meeting/conference calls (main ideas/issues) for the decisional record. These notes will serve as a record of the main points discussed and notification to Core Team members not available to participate on meetings/calls.

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Commented [BJG17]: I don't think this is necessary. Unlikely for the FO Core Team Lead to not be the note taker.

- The Assist FO will assist with preparation of outreach materials as necessary.

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- The Assist FO will provide the FO Core Team Lead with decisional record files throughout the process, as needed, and will transfer all files upon publication of the FR document.

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6.3 Lead RO (ULT Project Manager, ULT Region 6 Liason, Other Region 6 Managers)

- ULT Project Manager serves as coordinator and facilitator of all aspects of the listing evaluation process, including Core Team meetings/conference calls.
- ULT Project Manager, ULT Region 8 Liason, and other Lead RO managers provide guidance on policy, regulations, technical guidance, and assistance on any other significant issues to FO Core Team Lead and FO Core Team Assist offices, as needed.
- ULT Project Manager develops Regulatory Information Data Form (RID) and Regulatory Action Alert (RAA) forms.
- ULT Project Manager drafts Project Plan and associated schedule, and works with other Core Team members and managers to develop and finalize the Project Plan and schedule.
- ULT Project Manager provides email notification to all Core Team members and meeting participants regarding action items following Core Team conference calls/meetings.
- ULT Project Manager ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner. Serves as primary contact/coordinator with RSOL, including meeting invitations and document reviews, to help ensure that privileged records are not mixed with non-privileged records.
- ULT Project Manager participates in the development of the assessment in coordination with the Core Team.

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- ULT Project Manager reviews the scientific analysis documents, the SSA, and other documents as applicable, and ensures information is developed such that it clearly presents and discusses all important issues, incorporates a logic chain for conclusions, and can be easily incorporated into pertinent sections of the FR document.
- ULT Project Manager Serves as the Core Team’s copyeditor for the assessment once the Lead FO Manager determines the SSA is ready for Core Team review.
- ULT Project Manager coordinates early and often with Core Team members as issues arise. Notifies Core Team members immediately if issues are not being addressed or assistance is needed, and briefs the ULT Region 6 Liaison and other RO management, as necessary.
- ULT Project Manager develops agendas for Core Team calls, the Recommendation Team meeting, and other meetings as applicable, coordinating with Core Team Members and managers, as needed.
- If desired by the Lead FO, the ULT Project Manager assists in developing a PowerPoint presentation for briefing the Recommendation Team meeting (including associated tools that may be needed for the meeting). The ULT Project Manager reviews the draft PowerPoint in preparation for the Recommendation Team meeting.
- ULT Project Manager participates in the Recommendation Team meeting. The ULT Project manager, with ULT Region 6 Liaison assistance, will ensure that a facilitator and note taker are provided for this meeting. The note taker, will document the discussion and the rationale for the recommendations.
- ULT Project Manager processes the review and surnaming of the FR document and associated files (e.g., Information Memorandum).
- ULT Project Manager ensures necessary RSOL review and surnames are obtained for FR document prior to transmittal to HQ.
- ULT Project Manager ensures review of the FR document by HQ’s Division of Policy, Performance, and Management Program (PPM).
- ULT Project Manager coordinates with RO External Affairs staff on package development (i.e., includes FO External Affairs contact is included in FR document transmittals so they have the most recent version for creating outreach documents).
- ULT Project Manager assists HQ with any substantive edits that may be needed in the FR document after formal transmittal to HQ.

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- ULT Project Manager ensures all supportive information for the FR document (e.g., SSA, References Cited) are finalized and provided to HQ for eventual posting on the Internet at <http://www.regulations.gov>.
- ULT Project Manager and all other RO-level participants provide decisional record files to the Lead FO according to the decisional record milestones identified in the schedule.

6.4 Other Assisting RO (R1 and R8)

- Assist ULT Member from R1/R8 RO will participate on Core Team assessment analysis, meetings, and monthly calls, and relay information to R1/R8 RO management as necessary throughout the project.
- Assist ULT Member reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers, as appropriate.
- Assist ULT Member will be responsible for coordination with other relevant Service programs within R1/R8.
- Assist ULT member will review and provide comment on the assessment products as needed and coordinate R1 review and concurrence of the FR document.
- R1 management and ULT member will participate in the Recommendation Team Meeting and provide R1/R8 recommendation and feedback.
- Assist ULT Member is responsible for coordinating discussions between R6 and R1/R8 if there are differences of opinion and concerns from R1/R8. Necessary discussions should be scheduled in a timely fashion as to not greatly slow down the project. Every effort should be given to raise issues as they arise and avoid big issues at the last minute.

Commented [BJG18]: A little confusing...is this another two ULT members from both R1 and R8?

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6.5 RSOL

- RSOL Office Lead participates on Core Team kick-off call and other Core Team monthly calls as needed, providing legal guidance and risk analysis as necessary throughout listing evaluation process.
- Reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers, as appropriate.
- Provides critical review and legal advice on the information provided in the SSA and associated documents.
- Participates in Recommendation Team Meeting, providing feedback on potential concerns and legal advice.

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- Provides review and RSOL surname of streamlined FR document.

7.0 CONTROL AND REPORTING

7.1 Reporting Procedures and Issue/Problem Management

For biological or analytical related issues or concerns related to the analysis developed for the SSA, contact the FO Core Team Lead. For all other potential issues or concerns related to development of the FR document, scheduling concerns, or any other project-related issue addressed in this Project Plan, contact the ULT Project Manager.

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Depending on the issue/concern, the FO Core Team Lead and ULT Project Manager will confer and either: (1) Discuss and address the issue during the next regularly scheduled Core Team call/meeting, (2) discuss and address the issue via an impromptu Core Team call/meeting, or (3) brief FO management, the ULT Region 6 Liaison, and other RO management by holding an impromptu call/meeting with the Core Team, FO management, and RO management to discuss and address the issue.

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7.2 Project Monitoring

Barring unforeseen circumstances, the Core Team anticipates that the schedule with associated deliverables and milestones will be met. If there is a hint that some aspect of the schedule will be impacted (e.g., a reviewer will be unable to conduct their scheduled review by the designated date, a document will not be available by a designated date), that individual is to immediately contact the ULT Project Manager who will then promptly coordinate with the appropriate individual(s) so members can plan accordingly. In the event that some aspect of the schedule needs to be modified, the ULT Project Manager will coordinate with the Core Team and ultimately be responsible for providing an amicable alternative that would provide no impact or the least impact possible (which will take into account potential impacts to other deliverables and milestones). In such circumstances, the schedule could be updated; thus, the schedule is treated as a living document throughout the process.

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7.3 Document Reviews

The Core Team is expected to conduct concurrent information/document reviews. All document reviews are expected to be completed by close of business on the designated due date as outlined in the associated schedule, with edits/comments provided electronically (i.e., edits and comments embedded through track changes tool in the MS Word document that is provided for review). All controversial comments will be addressed to the Core Team for potential issue resolution during the next conference call/meeting, or impromptu call/meeting, as needed. Any comment/issue that is not resolved by the Core Team may be elevated as outlined in Section 7.1. Miscellaneous additional specifics regarding document reviews include the following:

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7.3.1 All Core Team members are responsible for notifying their internal management (as applicable) in advance regarding the schedule for review of the various documents and participation on conference calls/meetings associated with those documents or various issues.

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7.3.2 Managers at the various levels (FO, RO, **or ULT??**) may request to review a document or portion thereof at any point/stage in the process. If this occurs, the Core Team member at that level is responsible for coordinating that review, collating those comments with their own in electronic format (i.e., using track changes function of MS Word), and providing that information to the author in a timely manner so as not to impact the schedule. Additionally, the Recommendation Team is expected to conduct concurrent reviews of the briefing materials provided prior to the Recommendation Team Meeting, along with any associated documents in preparation for the meeting.

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8.0 DETAILED SCHEDULE - TO BE FILLED OUT ONCE A TIMELINE IS AGREED UPON, TEMPLATE BELOW IS FOR PROJECT WITH AN SSA

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Wolverine Listing Evaluation	730 days	DATE	DATE		
Phase 1 - Project Planning	XX days				Overlaps with start of Phase 2
Develop draft Project Plan & schedule	XX days			ULTProjMgr	
Core Team reviews draft Project Plan & schedule	XX days			Core Team,Mgrs	
Kickoff call	1 day			All	
Revise draft Project Plan & schedule based on Core Team review	3 days			ULTProjMgr	Concurrent w/ start of Phase 2
Project Plan & schedule sent to HQ	1 day			ULTProjMgr	
Phase 2 - SSA	XXX days				
Core Team decides on SSA structure & SSA analysis tools for Species Needs, Current Condition, & Future Condition	XX days			LeadFO, Core Team	
SSA Report Outline Due to Core Team	1 day			LeadFO	
Core Team reviews SSA Report outline/structure	4 days			Core Team	
Draft portions of SSA report (Biology, Life History, Methodology, Intros to Species Needs, etc.)				LeadFO, Core Team assist	
Species Needs - Individual Level				LeadFO,Core Team assist	
Species Needs - Population Level				LeadFO,Core Team assist	
Species Needs - Species Level				LeadFO,Core Team assist	
Species Needs - Complete analysis tables (indiv, pop, and species levels)				AssistFO, LeadFO	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Analysis--Current Condition				AssistFO, LeadFO, Core Team	
Analysis--Future Condition & Status				LeadFO, AssistFO, Core Team	
Continue drafting SSA Report LeadFO Mgr review & Lead FO editing of SSA Report				LeadFO LeadFO	
Core Team 1st review of SSA Report	10 days			Core Team	
Revise SSA Report	10 days			AssistFO, LeadFO	
Core Team 2nd review of draft SSA Report	4 days			Core Team	
Edits to draft SSA Report based on Core Team's 2nd review	9 days			AssistFO, LeadFO	
Draft SSA Report sent to peer reviewers & partners	1 day			LeadFO	
Concurrent peer & partner reviews of draft SSA Report	20 days			Peer Reviewers, Partners	
Concurrent with above, address minor additional edits & proofreading to draft SSA Report not yet addressed in version submitted for peer & partners reviews	20 days			LeadFO	
Consideration of peer & partner reviews of draft SSA Report; edit SSA Report accordingly	8 days			LeadFO, AssistFO	
SSA Report sent to Recommendation Team for review	10 days			ULTProjMgr	
Prepare PowerPoint presentation	10 days			LeadFO	Include dry-run around day 6
Phase 3 - Recommendation Team Meeting	XX days				LITTLE TO NO FLEXIBILITY IN SCHEDULE BELOW THIS ROW
Recommendation Team Meeting				RecTeam	Occurs one of these 4 days
Edits to SSA Report based on input from Recommendation Team meeting & comments from peer reviewers/partners				LeadFO	
Core Team expedited review of changes to SSA Report				Core Team	Review is of Track Changes only following any input received during RecommendationTeam Meeting.

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Finalize SSA Report				LeadFO	
Final SSA Report due to ULTProjMgr to start FR document development				LeadFO	
Phase 4 - Streamlined FR Document	XX days				
Draft FR document	5 days			ULTProjMgr LeadFO, AssistFO, ULTRegLiason	
FOs & ULTRegLiason reviews	7 days			ULTProjMgr	
Edit FR document	5 days			RSOL, R1, R8 FO/RO	
Assist Regions and RSOL prelim review of FR document	10 days			ULTProjMgr	
Edit FR document	4 days			LeadFO	
Draft Communications Strategy due to ULTProjMgr	1 day			PPM, RD, Assist FO/RO	
PPM/RD Review/R1 Concurrence review	10 days			RSOL, ULTProjMgr	
RSOL formal surname (review & editing)	5 days			ULTProjMgr	
AES Review	5 days			ULTProjMgr	
Director Review	5 days			ULTProjMgr	
FWP Review	10 days			ULTProjMgr	
Exec Sec Review	2 days			ULTProjMgr	+ 30 days before required submittal to FR
Supporting documentation for posting at regulations.gov provided to PPM		TBD	TBD	ULTProjMgr	
Package Sent to FR	0 days	9/30/17	9/30/17	ULTProjMgr	

Timeline Disclaimer

Our intent is to move forward incrementally with the work associated with this planning effort by assigning work at each biweekly call. Our ability to accomplish tasks will be influenced by other office priorities. Dates in the above table are tentative and subject to change. This is a living working document that will be updated as the process continues.

9.0 STANDARD OPERATING PROCEDURES (SOP)

- The Core Team will hold monthly? phone calls. If tasks are assigned during these calls, they will be completed prior to the next scheduled call.
- All draft and final documents will be named according to an agreed upon filing convention.
- Documents will follow FR formatting, (including page numbers) and formatting, except the SSA and associated documents (e.g., References Cited, Information Memorandum) will be single spaced.
- Emails relating to the project will include "Wolverine" at the beginning of the subject line.

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Commented [BJG20]: Is there an agreed upon format? In general, have been using format developed here at CFWO.

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Commented [BJG21]: Have not done this in the past and, if required, I will need to start this immediately. **Please advise.**

From: [Guinotte, John](#)
To: [Kate Norman](#)
Subject: Fwd: comparison of your 2011 paper snowpack projections with high res pilots
Date: Thursday, September 8, 2016 11:42:00 AM
Attachments: [image001.png](#)
[image015.png](#)
[image014.png](#)
[image003.png](#)
[image005.png](#)
[image006.png](#)
[image016.png](#)
[image013.png](#)
[wolverine_snow_prop.pdf](#)

Hi Kate, deliverable dates on the wolverine snowpack work are in the pdf attached. The Nebraska power group is called NPPD (Nebraska Public Power District). Thanks for ptarmigan link. Best, John

John Guinotte
Fish and Wildlife Biologist
Ecological Services
U.S. Fish and Wildlife Service
Mountain Prairie Region 6
134 Union Blvd., Lakewood, CO 80228
303-236-4264
john_guinotte@fws.gov

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

From: **Guinotte, John** <john_guinotte@fws.gov>
Date: Wed, Sep 7, 2016 at 1:01 PM
Subject: Re: comparison of your 2011 paper snowpack projections with high res pilots
To: "McKelvey, Kevin -FS" <kmckelvey@fs.fed.us>
Cc: "andrea.ray@noaa.gov" <andrea.ray@noaa.gov>, Stephen Torbit <Stephen_Torbit@fws.gov>, "Jeff Copeland (jcopeland224@gmail.com)" <jcopeland224@gmail.com>

Hi Kevin,

Thanks for the information. Attached is the project proposal for the high resolution modeling effort. We don't foresee a heavy workload for you and Jeff. We'd like to be able to compare the results of the high res effort with your 2011 data for both of the pilot areas once those are ready. I'll touch base with you when we are ready to do those comparisons. We appreciate your willingness to help.

All the best,
John

On Thu, Sep 1, 2016 at 10:07 AM, McKelvey, Kevin -FS <kmckelvey@fs.fed.us> wrote:

| The climate change work was done by the Climate Impacts Group at U.W. and the most complete

description is in:

Littell, J. S., G. Mauger, M. M. Elsner, E. Lutz, E. Salathe', and
A. F. Hamlet. 2011. Regional climate and hydrologic change
in the northern US Rockies and Pacific Northwest: internally
consistent projections of future climate for resource management.
Preliminary project report USFS JVA 09-JV-
11015600-039. Climate Impacts Group, University of Washington,
College of the Environment, Seattle, Washington,
USA. http://ces.washington.edu/picea/USFS/pub/Littell_etal_2010/Littell_etal_2011_Regional_Climatic_And_Hydrologic_Change_USFS_USFWS_JVA_17Apr11.pdf

description is Tried the URL, but the link is down. You might try contacting Jeremy; he should have a copy:

Jeremy S. Littell
Lead Research Scientist
U.S. Geological Survey
Phone 907-360-9416
Fax 907-786-6777

See also:

Elsner, M. M., L. Cuo, N. Voisin, J. Deems, A. F. Hamlet, J. A.
Vano, K. E. B. Mickelson, S. Y. Lee, and D. P. Lettenmaier.
2010. Implications of 21st century climate change for the
hydrology of Washington State. *Climatic Change* 102:225–
260.

Guillaume Mauger is also a good contact for this work:

http://mauger.org/guillaume/G_Mauger_CV.pdf

Also, at some point, It would be helpful to see a brief description of your project, and the level of involvement that you foresee for Jeff and I. k.



Kevin S. McKelvey, PhD
Research Ecologist
Forest Service

Rocky Mountain Research Station, Wildlife and Terrestrial Ecosystems

p: 406-542-4163

f: 406-543-2663

kmckelvey@fs.fed.us

800 East Beckwith
Missoula, MT 59801

www.fs.fed.us



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From: Guinotte, John [mailto:john_guinotte@fws.gov]

Sent: Wednesday, August 31, 2016 2:18 PM

To: McKelvey, Kevin -FS <kmckelvey@fs.fed.us>; andrea.ray@noaa.gov; Stephen Torbit <Stephen_Torbit@fws.gov>

Subject: Re: comparison of your 2011 paper snowpack projections with high res pilots

Hi Kevin,

We had a group call with the NOAA/CU modelers yesterday and have a couple of specific data requests for you. See highlights in email below from Andrea Ray re specifics.

We'd also like to invite you to join a future conference call with us to discuss your methodology and get your input. We think this would be really valuable if you are willing. Also, do you have a more detailed write up of your methods from the 2011 paper? I know its not uncommon to compress the methods for publication and/or someone might have written this up as part of a dissertation, etc.

Andrea's email:

Hi John & Steve, our group got together yesterday, and discussed this. We'd like to get the forcing data that McKelvey used -- this is the daily 1/16 degree data. Alternatively, if they downloaded it somewhere, it might work for us to know exactly what they used & we can download it. McKelvey ran three representative futures based on CMIP3 (the IPCC4, 2007 generation of models): a 10 GCM ensemble mean, and a higher and lower temperature increase GCM (pcm1 and miroc). We don't think its a lot of extra work to run at least one of the futures that McKelvey did, and we may be able to run all three. All three would be better, bc for the newer generation CMIP5 models (IPCC5, 2013) we plan to use a similar strategy of selecting several GCMs that represent a range of futures, including less change as well as higher change.

Many thanks for your help Kevin.

Best,

John

John Guinotte
Fish and Wildlife Biologist

Ecological Services
U.S. Fish and Wildlife Service
Mountain Prairie Region 6

134 Union Blvd., Lakewood, CO 80228

303-236-4264
john_guinotte@fws.gov

On Fri, Aug 12, 2016 at 9:00 AM, McKelvey, Kevin -FS <kmckelvey@fs.fed.us> wrote:

Sure. Can you be a bit more specific concerning which shape files you want? K.



Kevin S. McKelvey, PhD
Research Ecologist
Forest Service

Rocky Mountain Research Station, Wildlife and Terrestrial Ecosystems

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f: 406-543-2663

kmckelvey@fs.fed.us

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From: Guinotte, John [mailto:john_guinotte@fws.gov]

Sent: Thursday, August 11, 2016 12:31 PM

To: McKelvey, Kevin -FS <kmckelvey@fs.fed.us>

Subject: comparison of your 2011 paper snowpack projections with high res pilots

Dear Kevin,

FWS has contracted NOAA/CU-Boulder to produce two pilot, high resolution (~250m resolution) snowpack models that incorporate slope, aspect, terrain, etc. Projections will run through approx. mid-century (2041-2070). The two pilots will be located in Glacier NP and Rocky Mountain NP. I'm writing to you to see if you would be willing to provide the snowpack model results from your 2011 Ecological Applications paper so we can compare the results of the pilots to the model outputs you produced? I'm happy to talk to you about this in more detail if you'd like.

Many thanks,

John

John Guinotte, PhD
Fish and Wildlife Biologist

Ecological Services

U.S. Fish and Wildlife Service
Mountain Prairie Region 6

134 Union Blvd., Lakewood, CO 80228

303-236-4264

john_guinotte@fws.gov

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PROJECT TITLE

WOLVERINE CLIMATE CHANGE SNOW REFUGIA STUDY

SUMMARY

The wolverine has recently been considered for listing as threatened or endangered under the Endangered Species Act. At that time, the United States Fish and Wildlife Service (FWS) did not decide to list the species. Currently, the FWS seeks improved information on which to base a re-evaluation of that decision, the deadline for delivering this updated decision by the FWS is April, 2017. We (NOAA/ESRL/PSD and affiliated NOAA/CIRES/CU scientists, henceforth PSD) propose a historic snow variability analysis to support the FWS in assessing possible future wolverine habitat. The historic snow variability analysis is an analysis of satellite remote sensing of snow extent from ~ year 2000 - present to determine areas of greater and lesser sensitivity to climate drivers, and identify possible snow refugia. The work proposed by PSD complements snow refugia modeling being done by colleagues at the University of Colorado. Snow refugia modeling is a hydrologic modeling study at high spatial resolution (~250m) that includes a representation of slope and aspect of the terrain and shading on the snowpack, in order to assess future "snow refugia." The data and analyses performed will inform FWS efforts at habitat modeling for the wolverine.

BACKGROUND

A persistent spring snowpack has been shown to be an important factor in determining suitable habitat for the wolverine. Climate change projections of snowpack have been used to inform studies of potential future wolverine habitat. However the models used for projection of snowpack have been run at approximately 6-7 km grid cells that are assumed "flat"-- that is they do not incorporate slope or aspect information in their surface energy balance so that north-facing slopes are treated identically to south-facing slopes. This motivates the use of modeling at ~100-250 m resolution and an analysis of historic snowpack variability to investigate these influences of topography on snowpack, along with the projected physical drivers of snowpack. This work would complement existing work and would extend it to finer scales and additional snow processes that we believe are critical for the problem of future wolverine habitat.

METHODS

Time Frames: Historic: 2001-2015; Projections: Mid-century, nominally 2041-2070.

Regions of Interest: The core regions of interest were identified in consultation with Steve Torbit (FWS). The highest priority is in the "Crown of the Continent" region in the high mountain terrain from the Canadian border south to approx. Helena MT, including Glacier National Park, Selway-Bitterroot Wilderness, and adjacent areas. Additional interest is in the Yellowstone Plateau south to the mid- Wind River Range. The FWS is also interested in the Colorado River headwaters in Northern Colorado. For these areas, we propose to perform

hydrologic modeling for one of two sub-regional options, chosen in consultation with FWS and based on technical feasibility. Sub-regions for intensive study will be chosen in consultation with FWS scientists with the following options as guides:

Option 1: Two representative non-contiguous watersheds of approximately 500 km² area each.

Option 2: Approximately 1000 km² total area located at elevations higher than about 300 m below tree line throughout the core area. We are still investigating the technical feasibility of this option, and the extent to which this area would need to be contiguous, or need to consist of adjacent watersheds.

Our colleagues at CU will be performing hydrologic modeling in these sub-regions. The historic snowcover variability analysis proposed here will focus on the larger area of interest, with additional analysis for the intensive sub-regional study areas chosen.

Historic Snowpack Analysis: Analyze historic variability in snow over the region as determined from satellite remote sensing. Identify areas on the current landscape that are resilient to the dimensions of climate variability that are projected to increase using analogs from the recent (2001-present) historical period. Ideally we would use high-resolution snow depth/snow water equivalent analyses to, however this will not be available with the resources and time-frame of this proposed work. Instead we propose to look at historic snow cover (yes/no, or fractional if sufficient coverage is available) at ~500m resolution from the MODIS gridded products, and if possible to indirectly infer snow depth. This work will analyze the snow cover with respect to slope and aspect.

STATEMENT OF WORK / OBJECTIVES / MILESTONES

- I. *Historic snowpack variability analysis*
 - a. Analyze historic variability in snow cover from satellite remote sensing (MODIS snow cover product), including Identification of areas on the current landscape where Springtime snow cover is resilient during high and low precipitation years, and warm and cold years. This analysis will be done based on data availability for the period 2001-2015.
 - b. Provide digital gridded data of snow cover including percent of years in which snow is retained, and any potential analog years for climate change if found.
- II. *Other Tasks*
 - a. Consultation with FWS on interpretation of model output, data access, and potential further analysis of model output throughout the project, including potential travel to meetings.
 - b. Writing draft and Final reports for FWS and manuscript for submission for publication
- III. *Deliverables*
 - a. Draft Report summarizing preliminary results from historic snowpack variability analysis (mid-December 2016).

- b. Digital gridded data of historical snowpack variability for first region of interest (crown of continent). (mid-December 2016)
- c. Additional digital gridded data for Colorado Region (January 2017)
- d. Submission of manuscript for publication (end of project)
- e. Final Report chapters on (2) and synthesis of results. (end of project)

RESPONSIBILITIES OF THE PARTIES

The FWS will: Consult with NOAA and NOAA affiliated scientists, provide ecological expertise as needed, and work closely with NOAA on issues such as data format, interpretation of data and analysis throughout the duration of the proposed work.

NOAA (recipient) will: Perform tasks and make deliverables available according to the schedule proposed.

PERIOD OF PERFORMANCE / DURATION OF PROJECT

Starting as soon as possible, through the recovery plan delivery date (Early CY 2018) (roughly 18 months). Additional analysis for additional areas and further interpretation of results may be requested by FWS as additional funds are provided.

Timeline: The legal and regulatory process associated with status review for the wolverine, is driving the timeliness of FWS needs for this data. It is anticipated that the process will continue through early CY 2018. Timeline for deliverables detailed above. Consultation with USFWS on the interpretation and potential further analysis of model outputs, including possible presentations/meetings in person or by webinar to present information will continue for the duration of the project.

Roles:

Candida Dewes (CU/CIRES/PSD Research Scientist) Historic Snow Variability Analysis, writing
Joe Barsugli (CU/CIRES/PSD Research Scientist) guiding data analysis; project planning; writing
Andrea Ray (NOAA/ESRL/PSD) project planning; guiding research-to-application; writing
Imtiaz Rangwala (CU/CIRES/PSD); guiding data analysis; writing

From: [Grizzle, Betty](#)
To: [Justin Shoemaker](#)
Subject: Comments on Draft Project Plan for Wolverine
Date: Thursday, September 8, 2016 2:39:57 PM
Attachments: [Wolverine Project Plan DRAFT 07282016 24 mo BJB edits.docx](#)

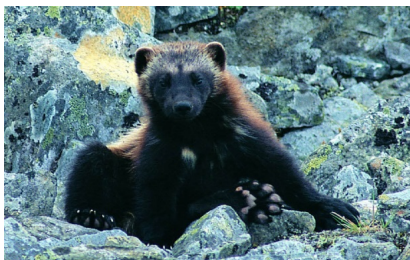
Justin - Please see attached for suggestions/comments on draft Project Plan.
Thanks for letting me review,
Betty

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

PROJECT PLAN FOR THE WOLVERINE LISTING DETERMINATION

U.S. Fish and Wildlife Service Mountain-Prairie Region



1.0 INTRODUCTION

The wolverine has a Holarctic (habitats found in the northern continents) distribution including northern portions of Europe, Asia, and North America. The wolverines in the contiguous United States are a part of the New World subspecies, *G. g. luscus*: the North American wolverine (Kurten and Rausch 1959 p. 19; Pasitschniak-Arts and Lariviere 1995, p. 1). The wolverine is the largest terrestrial member of the family Mustelidae. Adult males weigh 12 to 18 kilograms (kg) (26 to 40 pounds (lb)), and adult females weigh 8 to 12 kg (17 to 26 lb) (Banci 1994, p. 99). The wolverine resembles a small bear with a bushy tail. It has a broad, rounded head; short, rounded ears; and small eyes. Each foot has five toes with sharp, curved claws used for digging and climbing (Banci 1994, p. 99).

In North America, wolverines occur within a wide variety of alpine, boreal, and arctic habitats, including boreal forests, tundra, and western mountains throughout Alaska and Canada. The southern portion of the species' range extends into the contiguous United States, including high-elevation alpine portions of Washington, Idaho, Montana, Wyoming, California, and Colorado (Wilson 1982, p. 644; Hash 1987, p. 576; Banci 1994, p. 102, Pasitschniak-Arts and Lariviere 1995, p. 499; Aubry *et al.* 2007, p. 2152; Moriarty *et al.* 2009, entire; Inman *et al.* 2009, pp. 22-25). Wolverines do not appear to specialize on specific vegetation or geological habitat aspects, but instead select areas that are cold and receive enough winter precipitation to reliably maintain deep persistent snow late into the warm

This Project Plan (Plan) presents our process to guide our analysis of information to determine if the North American wolverine (wolverine: *Gulo gulo luscus*) should be listed as threatened or endangered. The Plan will be used by the Lead Field Office (Lead FO), Lead Regional Office (Lead RO), [or is this Unified Listing Team (ULT) Project Manager??] Headquarters (HQ), and Mountain-Prairie Regional Solicitor's Office (RSOL), as well as Assisting FO (Assist FO) and Assisting RO (Assist RO). The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register (FR) listing documents, roles and responsibilities of participants, and a schedule. This provides participants a common understanding of roles and responsibilities, and standard operating procedures in achieving the

Commented [BJG1]: I don't think this background material is necessary for Project Plan. (If kept, then those citations need to be added to new section)

I have provided suggestions here and throughout document for slightly different structure based on the SSAs and previous Sp Rpts I have worked on.

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Commented [BJG2]: Not sure if this correct, but I added these other potential team members

overall project goal. It also provides managers with an understanding of the project schedule and expectations.

1.1 Purpose: In compliance with a Court order that remanded our previous withdrawal of a proposed rule to list a Distinct Population Segment (DPS) of the wolverine (79 FR 47522; August 13, 2014), the Service will prepare either a revised proposed rule to list or a revised withdrawal of the previous proposed rule (78 FR 7864; February 4, 2013). Update this section after settlement with Plaintiffs. The Service will prepare a FR notice to announce the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine. This notice will also seek public comment on the 10(j) and 4(d) rules that accompanied the original listing proposal.

1.2 Package Document Requirements: Project Plan and Schedule, Species Status Assessment, Federal Register document (proposed rule), Information Memorandum, References Cited, and Outreach Package.

See associated schedule for a list of milestones and deliverables needed for package development and submittal. Additional office-specific (internal to the Lead FO operations) may also apply but may not be represented in the Plan and schedule.

~~We withdrew the proposed rule to list the distinct population segment of the North American wolverine (*Gulo gulo luscus*) occurring in the contiguous United States as a threatened species under the Act on August 13, 2014 (79 FR 47522). The withdrawal was based on our conclusion that the factors affecting the DPS as identified in the proposed rule are not as significant as believed at the time of the proposed rule's publication (February 4, 2013). We base this conclusion on our analysis of current and future threat factors. Therefore, we withdrew our proposal to list the wolverine within the contiguous U.S. as a threatened species. As a result, we also withdrew our associated proposed rule under section 4(d) of the Act contained in the proposed listing rule and withdrew the proposed nonessential experimental population designation under section 10(j) of the Act for the southern Rocky Mountains, which published in a separate document on February 4, 2013.~~

~~Our withdrawal of the proposed rule to list the wolverine was quickly litigated, resulting in a ruling on April 4, 2016, vacating our withdrawal of the proposed rule to list a DPS of the North American wolverine as threatened under the Act. The judge ruled against the Service for failing to adequately consider climate change and small population size in determining to withdraw. Since the withdrawal is vacated, the wolverine is now again in proposed for listing status. We must publish a proposed/final determination on listing the wolverine DPS by DATE?.~~

PROJECT GOAL

~~To analyze the vacated withdrawal rule and any relevant new information or analysis to determine if the wolverine should be listed as threatened or endangered. Either surgically update a proposed rule to list, or update the withdrawal, to address the judge's ruling; or carry out a thorough SSA analysis on wolverine to inform a revised proposed rule/final rule/withdrawal.~~

PURPOSE OF THE PROJECT PLAN

The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register listing documents, roles and responsibilities of participants, and a schedule. This will give the participants a common understanding of their role, expectations, and standard operating procedures in achieving the overall project goal. It also allows managers to understand the project schedule and agree to these expectations.

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PROJECT SUMMARY

Project Schedule

The chart below shows the general time allotment for major milestones of this project which we expect to take 24 months depending on agreement with plaintiffs. This is the minimum amount of time necessary for us to complete a thorough Species Status Assessment (SSA) for wolverine, hold expert elicitation meetings and information sessions as necessary, fully consider a new snow persistence climate study being conducted in coordination with NOAA, and seek peer and partner review on our SSA report and the science behind it.

Commented [BJG4]: I don't think this section is needed if you are also including a schedule at the end. See my added end paragraph above.

2.0 Phase 1: Project Planning

Prior to the kickoff call, the Lead RO will draft this Project Plan, and confirm participants and points of contact (see Section 3.0). The Project Plan serves as a road map for all team members for completing documents and actions that contribute directly or indirectly toward the publication of a FR document and completion of the listing evaluation. This phase starts with a “kick-off” call/meeting that includes identification of the various team members including the Core Team (see section 2.1 below). During the Project Plan phase, the Lead RO will provide the draft plan to all members of the Core Team for review and approval.

During the kickoff call, the Core Team will discuss any administrative or processing concerns with the package as a group to be sure everyone is clear on how the process will proceed. The Core Team members will also identify and discuss if there are any precursory steps or crucial uncertainties that need to be resolved prior to package development or any recommendation meeting. In addition, the Core Team also should discuss whether there are differences in potential threats or biology, etc., across the range of the taxon that may be important to resolve at the initial stages of package development. In other words, the Core Team needs to think about what kinds of preparatory work needs to be resolved prior to the recommendation phase (see Phase 3 below). If we are aware of uncertainties at this stage, they should be discussed during Phase 1 and early Phase 2, and managers on the Recommendation Team should be briefed. If we know about uncertainties at that time or if there are concerns, we should have a check-in call with management to discuss and resolve any issues so the Core Team can proceed on the package development.

The Core Team determines when the Project Plan is complete, but each team member “briefs up” to ensure that everyone is comfortable with deadlines, assignments, review schedules, and work products included in the plan. Additionally, the Lead FO Core Team member should begin compiling, reviewing, and organizing information (i.e., the start of Phase 2 overlaps with Phase 1). Note that Core Team or management concerns at any level/office need to be addressed at the appropriate phase (see Section 7.0 below) as opposed to when analyses are completed and the Species Status Assessment or FR documents are being drafted.

For more information on Phase 1 of Region 8’s 4-Phase approach to completing listing documents, see the *Pacific Southwest Region Listing Program 4-Phase Approach Guidance* dated January 2014.

2.1 Participants/Points of Contact

PROJECT TEAMS

The development of the analysis to support a listing decision will be conducted by a ~~core~~ Core team of Service biologists from Region 6, Region 1, and Region 8 (see “Roles and Responsibilities” section below). –A management team will provide management oversight and leadership direction. The RSOL will be involved as a Core Team member specifically to provide legal advice on the rationales and decisions that are developed throughout the listing action. –We will also engage additional subject matter experts and stakeholders as appropriate.

Table 1: CORE TEAM MEMBERS

NAME	ROLE	OFFICE	CONTACT
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Commented [BJG5]: This separation and discussion of the 4 Phases is certainly optional but it is what we have been using in Region 8. However, you may have to adapt to the ULT process now being used.

Commented [BJG6]: Optional, delete or update to conform to ULT process?

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			INFORMATION
Justin Shoemaker	ULT Project Manager	R6 RO	309-757-5800 x214
	Assist ULT Member	R1 RO, R8 RO	
<u>Betty Grizzle</u>	FO Core Team Leader	MTFO Carlsbad Fish and Wildlife Office (CFWO)	<u>760-431-9440 x 215</u>
	Lead FO Management	MTFO	
	Assist FO Core Team Member	TBD	
	Assist FO Management	TBD	
	RSOL—Legal Advice	R6 RSOL	

Table 2: OTHER PARTICIPANTS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Serena Baker	Lead RO Public Affairs; Outreach	R6 RO External Affairs	
	SSA FIT Member?		
	Science support?		
	GIS?	<u>CFWO??</u>	

Table 3: RECOMMENDATION TEAM MEMBERS

NAME	OFFICE/POSITION	CONTACT INFORMATION
Core Team Members	see Table 1 above	
Jodi Bush	Lead FO Field Supervisor	406-449-5225 x205
?	Assist FO Field Supervisor	
Seth Willey	ULT Region 6 Liason	303-236-4257
Marj Nelson	Chief R6 Division of Ecological Services	303-236-4258
Michael Thabault	R6 ARD, Ecological Services	303-236-4210
Matt Hogan	Deputy Regional Director	
Noreen Walsh	Regional Director R6	
Kit Hershey	Chief, Branch of Listing and Critical Habitat	503-231-6869
Rollie White	R1 ARD, Ecological Services	
Terry Rabot	Deputy Regional Director R1	
Robyn Thorson	Regional Director R1	
	R8 ARD, Ecological Services	
	Deputy Regional Director R8	
	Regional Director R8	

Table 4: FEDERAL REGISTER SURNAME LIST

NAME	OFFICE
ULT Project Manager (Shoemaker)	R6

ULT Region 6 Liason (Willey) or ES Chief (Nelson)	R6
R6 ARD (Thabault) or Deputy ARD (Alt)	R6
R6 RD (Walsh) or Deputy RD (Hogan)	R6
R6 RSOL	RSOL
AES, DIR, and other DOI surnames as processed by ULT Project Manager	

3.0 Phase 2: Species Analysis

Analysis Phase

The purpose of ~~the Analysis~~ Phase 2 is to conduct an objective scientific assessment of the best available biological information about the wolverine and its habitat. -The analysis is referred to as a Species Status Assessment or SSA and will include the necessary biological and ecological background information on the wolverine, explanation of the species' needs, analysis of current and potential future conditions (factors), explanation of the stressors that may be negatively impacting the species or its habitat, and (where applicable) conditions that may be providing a benefit to the species or its habitat that may offset any negative impacts. -It brings to light all the pertinent biological information and conditions (beneficial aspects and potential stressors (not the kitchen sink)) of the species and its habitat, highlighting current and future risks faced by the species.

The SSA provides the biological support and documentation for a future recommendation of the listing determination (i.e., Phase 3), and thus, needs to be reviewed and discussed before we can move forward on any biological or regulatory conclusions. Phases 3 and 4, described below, are where we apply our regulatory evaluation on how the stressors apply to the wolverine in the context of listing under the Endangered Species Act (i.e., whether those stressors individually or cumulatively rise to the level of a threat as defined under the Act).

~~The first thing that needs to be done is to publish a notice in the Federal Register that will announce the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine. This notice will also seek public comment on the 10(j) and 4(d) rules that accompanied the original listing proposal.~~

We are also coordinating with NOAA to complete modeling of snow persistence in wolverine habitat. The goal is to perform a fine scale assessment of the persistence of snow in wolverine habitat into the future (mid-century +/-) which includes consideration of slope, aspect etc. over two specific areas of suitable wolverine habitat. Results can be directly compared to the McKelvy et al 2011 paper and results. The McKelvy model was a "flat" model that did not take into consideration slope, aspect and was also conducted at a scale orders of magnitude higher than the new modeling effort. This new study will provide further clarification necessary to inform our listing decision.

The FO Core Team Lead compiles all species information, conducts necessary analyses with Core Team input, and summarizes the results of the analyses in the SSA, which will subsequently be reviewed by their manager and then the Core Team. -In general throughout this process, other Core Team members will provide assistance during the assessment (e.g.,

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Commented [BJG9]: This also doesn't seem necessary in Project Plan.

participating on monthly Core Team calls, conducting and addressing issue-specific needs, helping with some portions of the analysis based on geographic or other topical expertise).

The Core Team will review products of the analysis and determine when it is ready to move to the Decision Phase. -Each Core Team member is responsible for working with managers in their offices to ensure that everyone is comfortable with the analysis and the decision to move to the next phase.

Review by the Core Team of the draft SSA is crucial, and it is important to strive for a Final SSA prior to the development of the FR document (Phase 4). An SSA that is incomplete will hinder the effectiveness of each Core Team member's responsibilities and potentially cause a domino-effect for completing Phase 3 and 4 actions. The Core Team will review the draft listing-ruleSSA to: (1) Evaluate for completeness of information and analyses, (2) determine if the information presented is relevant to or necessary for the decision(s) to be made, (3) determine if the methodology and analyses discussion is clear and logically presented; and (4) determine if the biological conclusions are sound and based on the information and analyses presented. -This process allows for informal review, technical assistance, and policy advice during development and drafting of the ~~rule~~SSA.

4.0 Phase 3: Decision Phase [or Recommendation Team Meeting??]

Decision Phase

~~Phase 3 includes a meeting of the Recommendation Team members (see Table 3 above). This phase is intended to be an open discussion by all participants of the biological information in the Species Report and how it may apply to the regulatory framework of the Act. In the Decision Phase, various recommendations for the Director are developed by the Recommendation Team (see Table 3 above) based on the information presented in the analysis. This Recommendation Team meeting is intended to be an open discussion by all participants of the biological information and how it may apply to the regulatory framework of the Act.~~

In advance of the meeting, the Recommendation Team members review the draft SSA- analysis products and any other relevant information suggested by the Core Team. -At the Recommendation Team meeting, the FO Core Team Lead (with Core Team assistance as needed) presents a brief overview of the information in the SSA, typically through use of a PowerPpoint presentation. -The discussion and the rationales for the listing recommendation will be recorded by a notetaker (provided by the Lead RO). -There does not need to be consensus among Recommendation Team members for a listing recommendation to be made, in fact, independent concerns and conclusions are welcome.

Rationales for listing/not listing, and if applicable threatened or endangered status, will be requested from members and recorded. -Near the end of the Recommendation Team meeting, a clear outline and rationale(s) for the recommendations are typically stated by the ranking Recommendation Team member for the notes ~~to ensure easy transfer to the FR document~~. -If "clear-cut" decisions *are not evident* by the ranking Recommendation Team member (typically the ARD/DARD, or possibly the RD/DRD if available to attend), the ranking member will conduct additional discussions with the RD as soon as possible to receive input and a decision(s)

for the path forward. -The decision for the path forward would subsequently be conveyed to the Recommendation Team members by the ARD, DARD, or a designee.

If it is determined that the species is warranted for listing as threatened or endangered, a *Critical Habitat Project Plan* would immediately be developed and added to this project plan by the ULT Project manager for determining critical habitat for the species. -Any critical habitat proposal is expected to be developed concurrently with the proposed listing rule.

Phase 4: Federal Register Document **Federal Register Document Phase**

The FO Core Team Leader and ULT Project Manager will draft the FR document based on the analysis and the Recommendation Team meeting. -Once drafted, the FR document (as well as an associated Information Memorandum) will be reviewed by the FO and RO Regional Liaison, and subsequently reviewed and surnamed by those individuals identified in Table 4. -The ULT Project Manager will also coordinate PPM review concurrent with RD surname review, and then process through HQ for final surnames and publication.

6.0 Roles and Responsibilities **ROLES AND RESPONSIBILITIES**

The purpose of this section is to identify specific roles and responsibilities for each organizational level of the Core Team to ensure that expectations are clear.

The ULT Project Manager is responsible for the majority much of the work of the schedule, Project Plan, FR document, scheduling/coordinating meetings or Core Team calls, coordinating Phase 3 activities with other Core Team members, and assisting the FO(s) as needed. -The FO Core Team Lead is responsible for the majority much of the work on the analyses contained in the SSA and drafting the FR document, and the Decision Phase PowerPpoint Presentation development and delivery. -Other Core Team members are expected to participate and assist throughout the process on an as-needed basis, as well as participate on all Core Team calls, review, and provide input on the various work products leading up to and including the FR listing document according to the schedule associated with this Project Plan. -It is the responsibility of the Core Team during Phase 1 to develop an efficient plan for sharing information and conducting reviews. -It is critical that all Core Team members coordinate and communicate with their management (brief up) regarding the expectations outlined in this Project Plan, thus ensuring that this process operates effectively and efficiently.

6.1 Lead FO (MTFO Carlsbad Fish and Wildlife Office or CFWO)

- FO Core Team Leader and FO managers work with the ULT Project Manager to develop the Project Plan and associated schedule, and update as necessary.
- FO Core Team Leader and managers review the Project Plan and schedule, and understand time commitments. The Lead FO-MTFWO identifies whether the level of commitment can be met (given an FO staff's potential other assignments), or whether other internal/FO workload considerations should be adjusted based on the level of complexity of package.
- FO Core Team Leader and other FO Core Team members brief up to FO Project Leader, advising them of the package direction, and coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal or formal meeting.
- The FO Core Team Lead serves as species expert, gathering the best available scientific and commercial information and is responsible for the scientific analysis, summarizing the analysis and biology in the SSA assessment, and presenting at the Recommendation Team meeting. -The FO Core Team Lead drafts and completes the assessment report SSA with input and reviews provided by Core Team Members. -Lead FO managers provide internal oversight for FO Core Team Lead and ensure quality of work products (i.e., concise, clear articulation of the scientific analysis and biological story conveyed in the assessment).
- The FO Core Team Lead and the Lead FO manager participate on Core Team conference calls and meetings associated with the various phases of the project.
- The FO Core Team Lead coordinates the review of the best available science (e.g., literature), as well as any information received by Federal agencies, States, Tribes, or other partners.
- If applicable necessary, the Lead FO works with the ULT Project Manager on development of any tribal correspondence and coordination letters.
- The Lead FO serves as primary contact for stakeholders and public and ensures that all partners and major stakeholders have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. This may require coordination with the Assist FO to ensure partners are kept apprised of decisions that may affect them.
- The Lead FO collaborates with the ULT Project Manager and RO External Affairs lead to ensure an outreach plan is drafted at the time the FR document is ready for ARD/RD review.
- The Lead FO drafts and publishes any Legal Notices required, as well as all other External Affairs responsibilities related to a FR publication.

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Commented [BJG11]: Will this be CFWO or Helena FWO?

- Lead FO participants identified in Tables 1 and 3 participate in the Recommendation Team meeting, as well as any other management or other Recommendation Team member meetings that may be needed.
- With ULT Project Manager and Core Team assistance as needed, the Lead FO prepares a PowerPoint presentation for the Recommendation Team meeting. ~~The Lead FO Core Team lead~~ presents a summary of the biology, analyses, and both the current and projected future condition of the species to the Recommendation Team.
- The FO Core Team Lead assists the ULT Project Manager in the development of the draft FR document (as needed), and helps develop the associated Information Memorandum for the Director/Secretary. ~~With Lead FO management input or review,~~ the FO Core Team Lead also develops any additional briefing papers that may be needed for additional RO or HQ-level meetings.
- The FO Core Team Lead solicits information for and maintains the decisional record. All records will be transferred to the Helena FWO once the final decisional record is complete.
- The FO Core Team Lead ~~c~~Coordinates with the ULT Project Manager and other Core Team members as issues arise ~~and~~. ~~n~~Notifies the ULT Project Manager immediately if issues are not being addressed or assistance is needed and briefs Lead FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, the FO Core Team Lead will avoid including RSOL on Core Team/mass emails related to this package. Instead, coordination ~~Coordinate~~ directly with RSOL will be on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus ~~resulting in~~ providing a clean separation between privileged and non-privileged records). ~~Cooperatively with ULT Project Manager,~~ the FO Core Team Lead ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- FO Core Team Lead conducts note-taking of Core Team meeting/conference calls (main ideas/issues) for the decisional record, requesting assistance from the Assist FO Core Team Member if help is needed. ~~These notes will serve as a record of the main points discussed and should be made available to Core Team members within a day of each call/meeting.~~

Commented [BJG12]: See comment above about whether to use Lead FO or FO Core Team Lead

Commented [BJG13]: Check this.

Commented [BJG14]: I have not sent these out in the past. Is this something newly requested?

6.2 Assist FO (Is this Helena? The other Assist FO are listed below)

- The Assist FO Core Team Member and managers review the Project Plan and schedule, and understand time commitments. ~~Staff and managers should identify whether the level of commitment can be met (given the Assist FO Core Team Member's potential other~~

assignments), or whether other internal/Assist FO workload considerations should be adjusted to ensure Core Team expectations (e.g., deliverables) are met.

- Assist FO Core Team Member and/or Assist FO Manager briefs up to the Assist FO Project Leader, advising them of the package direction, coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal meeting or formal Recommendation Team meeting.
- The Assist FO Core Team Member and Assist FO Manager participate on Core Team conference calls and meetings associated with the various phases of the Project Plan.
- The Assist FO Core Team Member helps the FO Core Team Lead complete the scientific analysis and applicable portions of the SSA assessment report, providing input and reviews as a Core Team Member.
- As needed, the Assist FO helps-assists the ULT Project Manager and FO Core Team Lead develop and disseminate any correspondence with partners or interested parties within their portion of the species' range.
- The Assist FO serves as primary contact for stakeholders and public within their range of the wolverine. -Through coordination with the FO Core Team Lead, the Assist FO ensures all partners or major stakeholders in the respective Assist FO's jurisdictions have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. The Assist FO eEnsures partners are kept apprise of decisions that may affect them. -This may require multiple discussions with partners as warranted (given the FO Core Team Lead does not regularly or typically coordinate with these partners).
- The Assist FO coordinates with the Lead FO to determine and process outreach needs related to the wolverine. -The Assist FO also ensures that the FO's outreach needs are included in a draft outreach plan developed by Lead FO and provided to the ULT Project Manager at the time the FR document is ready for ARD/RD surname review.
- The Assist FO Participates-participates in Recommendation Team Meeting, as well as any other management or Recommendation Team meetings that may be needed.
- If needed, the Assist FO help-assists the FO Core Team Lead prepare a PowerPoint presentation for the Recommendation Team meeting.
- If needed, the Assist FO assists the ULT Project Manager and FO Core Team Lead in development and review of the FR document and associated Information Memorandum. If needed, helpsalso-assists the FO Core Team Lead develop any additional briefing papers that may be needed for additional management or Recommendation Team meetings.

Commented [BJG15]: Are they in this role or are they only reviewing the SSA?

Commented [BJG16]: Is this Lead FO or Helena?

- The Assist FO ~~c~~Coordinates with Assist FO Manager, ULT Project Manager, and other Core Team members as issues arise. -Notify the ULT Project Manager immediately if issues are not being addressed or assistance is needed and brief FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, the Assist FO will avoid including RSOL on Core Team/mass emails related to this package. ~~-Coordination will be~~ directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). The Assist FO will work ~~-c~~ooperatively with ULT Project Manager and Lead FO ~~to~~, ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- If needed, assist FO Core Team Lead as note taker of Core Team meeting/conference calls (main ideas/issues) for the decisional record. ~~-These notes will serve as a record of~~ the main points discussed and notification to Core Team members not available to participate on meetings/calls.
- The Assist FO will assist with preparation of outreach materials as necessary.
- The Assist FO will provide the FO Core Team Lead with decisional record files throughout the process, as needed, and will transfer all files upon publication of the FR document.

Commented [BJG17]: I don't think this is necessary. Unlikely for the FO Core Team Lead to not be the note taker.

6.3 Lead RO (ULT Project Manager, ULT Region 6 Liason, Other Region 6 Managers)

- ULT Project Manager serves as coordinator and facilitator of all aspects of the listing evaluation process, including Core Team meetings/conference calls.
- ULT Project Manager, ULT Region 8 Liason, and other Lead RO managers provide guidance on policy, regulations, technical guidance, and assistance on any other significant issues to FO Core Team Lead and FO Core Team Assist offices, as needed.
- ULT Project Manager develops Regulatory Information Data Form (RID) and Regulatory Action Alert (RAA) forms.
- ULT Project Manager drafts Project Plan and associated schedule, and works with other Core Team members and managers to develop and finalize the Project Plan and schedule.
- ULT Project Manager provides email notification to all Core Team members and meeting participants regarding action items following Core Team conference calls/meetings.
- ULT Project Manager ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner. -Serves as primary contact/coordinator

with RSOL, including meeting invitations and document reviews, to help ensure that privileged records are not mixed with non-privileged records.

- ULT Project Manager participates in the development of the assessment in coordination with the Core Team.
- ULT Project Manager reviews the scientific analysis documents, the SSAassessment, and other documents as applicable, and ensures information is developed such that it clearly presents and discusses all important issues, incorporates a logic chain for conclusions, and can be easily incorporated into pertinent sections of the FR document.
- ULT Project Manager Serves as the Core Team's copyeditor for the assessment once the Lead FO Manager determines the SSAassessment is ready for Core Team review.
- ULT Project Manager coordinates early and often with Core Team members as issues arise. -Notifies Core Team members immediately if issues are not being addressed or assistance is needed, and briefs the ULT Region 6 Liaison and other RO management, as necessary.
- ULT Project Manager develops agendas for Core Team calls, the Recommendation Team meeting, and other meetings as applicable, coordinating with Core Team Members and managers, as needed.
- If desired by the Lead FO, the ULT Project Manager assists in developing a PowerPoint presentation for briefing the Recommendation Team meeting (including associated tools that may be needed for the meeting). -The ULT Project Manager reviews the draft powerpoint-PowerPoint in preparation for the Recommendation Team meeting.
- ULT Project Manager pParticipates in the Recommendation Team meeting. -The ULT Project manager, with ULT Region 6 Liaison assistance, will ensure that find a facilitator and note taker are provided for this meeting. The note taker, the latter of which will document the discussion and the rationale for the recommendations.
- ULT Project Manager processes the review and surnaming of the FR document and associated files (e.g., Information Memorandum).
- ULT Project Manager ensures necessary RSOL review and surnames are obtained for FR document prior to transmittal to HQ.
- ULT Project Manager ensures review of the FR document by HQ's Division of Policy, Performance, and Management Program (PPM).
- ULT Project Manager coordinates with RO External Affairs staff on package development (i.e., includes FO External Affairs contact is included in FR document transmittals so they have the most recent version for creating outreach documents).

- ULT Project Manager assists HQ with any substantive edits that may be needed in the FR document after formal transmittal to HQ.
- ULT Project Manager ensures all supportive information for the FR document (e.g., SSA, References Cited) are finalized and provided to HQ for eventual posting on the Internet at <http://www.regulations.gov>.
- ULT Project Manager and all other RO-level participants provide decisional record files to the Lead FO according to the decisional record milestones identified in the schedule.

6.4 Other Assisting RO (R1 and R8)

- Assist ULT Member from R1/R8 RO will participate on Core Team assessment analysis, meetings, and monthly calls, and relay information to R1/R8 RO management as necessary throughout the project.
- Assist ULT Member reviews Project Plan and associated schedule, and understands time commitment. -Briefs up to managers, as appropriate.
- Assist ULT Member will be responsible for coordination with other relevant Service programs within R1/R8.
- Assist ULT member will review and provide comment on the assessment products as needed and coordinate R1 review and concurrence of the FR document.
- R1 management and ULT member will participate in the Recommendation Team Meeting and provide R1/R8 recommendation and feedback.
- Assist ULT Member is responsible for coordinating discussions between R6 and R1/R8 if there are differences of opinion and concerns from R1/R8. -Necessary discussions should be scheduled in a timely fashion as to not greatly slow down the project. -Every effort should be given to raise issues as they arise and avoid big issues at the last minute.

Commented [BJG18]: A little confusing...is this another two ULT members from both R1 and R8?

6.5 RSOL

- RSOL Office Lead participates on Core Team kick-off call and other Core Team monthly calls as needed, providing legal guidance and risk analysis as necessary throughout listing evaluation process.
- Reviews Project Plan and associated schedule, and understands time commitment. -Briefs up to managers, as appropriate.
- Provides critical review and legal advice on the information provided in the ~~scientific SSA analysis, report,~~ and associated documents.

- Participates in Recommendation Team Meeting, providing feedback on potential concerns and legal advice.
- Provides review and RSOL surname of streamlined FR document.

7.0 CONTROL AND REPORTING

7.1 Reporting Procedures and Issue/Problem Management-

For biological or analytical related issues or concerns related to the analysis developed for the SSA, contact the FO Core Team Lead. -For all other potential issues or concerns related to development of the FR document, scheduling concerns, or any other project-related issue addressed in this Project Plan, contact the ULT Project Manager.

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Depending on the issue/concern, the FO Core Team Lead and ULT Project Manager will confer and either: (1) Discuss and address the issue during the next regularly scheduled Core Team call/meeting, (2) discuss and address the issue via an impromptu Core Team call/meeting, or (3) brief FO management, the ULT Region 6 Liaison, and other RO management by holding an impromptu call/meeting with the Core Team, FO management, and RO management to discuss and address the issue.

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7.2 Project Monitoring-

Barring unforeseen circumstances, the Core Team anticipates that the schedule with associated deliverables and milestones will be met. -If there is a hint that some aspect of the schedule will be impacted (e.g., a reviewer will be unable to conduct their scheduled review by the designated date, a document will not be available by a designated date), that individual is to immediately contact the ULT Project Manager who will then promptly coordinate with the appropriate individual(s) so members can plan accordingly. -In the event that some aspect of the schedule needs to be modified, the ULT Project Manager will coordinate with the Core Team and ultimately be responsible for providing an amicable alternative that would provide no impact or the least impact possible (which will take into account potential impacts to other deliverables and milestones). -In such circumstances, the schedule could be updated; thus, the schedule is treated as a living document throughout the process.

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7.3 Document Reviews-

The Core Team is expected to conduct concurrent information/document reviews. -All document reviews are expected to be completed by close of business on the designated due date as outlined in the associated schedule, with edits/comments provided electronically (i.e., edits and comments embedded through track changes tool in the MS Word document that is provided for review). All controversial comments will be addressed to the Core Team for potential issue resolution during the next conference call/meeting, or impromptu call/meeting, as needed. -Any comment/issue that is not resolved by the Core Team may be elevated as outlined in Section 7.1. Miscellaneous additional specifics regarding document reviews include the following:

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7.3.1 All Core Team members are responsible for notifying their internal management (as applicable) in advance regarding the schedule for review of the various documents and participation on conference calls/meetings associated with those documents or various issues.

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7.3.2 Managers at the various levels (FO, RO, **HQ or ULT??**) may request to review a document or portion thereof at any point/stage in the process. -If this occurs, the Core Team member at that level is responsible for coordinating that review, collating those comments with their own in electronic format (i.e., using track changes function of MS Word), and providing that information to the author in a timely manner so as not to impact the schedule. -Additionally, the Recommendation Team is expected to conduct concurrent reviews of the briefing materials provided prior to the Recommendation Team Meeting, along with any associated documents in preparation for the meeting.

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8.0 DETAILED SCHEDULE - TO BE FILLED OUT ONCE A TIMELINE IS AGREED UPON, TEMPLATE BELOW IS FOR PROJECT WITH AN SSA

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Wolverine Listing Evaluation	730 days	DATE	DATE		
Phase 1 - Project Planning	XX days				Overlaps with start of Phase 2
Develop draft Project Plan & schedule	XX days			ULTProjMgr	
Core Team reviews draft Project Plan & schedule	XX days			Core Team,Mgrs	
Kickoff call	1 day			All	
Revise draft Project Plan & schedule based on Core Team review	3 days			ULTProjMgr	Concurrent w/ start of Phase 2
Project Plan & schedule sent to HQ	1 day			ULTProjMgr	
Phase 2 - SSA	XXX days				
Core Team decides on SSA structure & SSA analysis tools for Species Needs, Current Condition, & Future Condition	XX days			LeadFO, Core Team	
SSA Report Outline Due to Core Team	1 day			LeadFO	
Core Team reviews SSA Report outline/structure	4 days			Core Team	
Draft portions of SSA report (Biology, Life History, Methodology, Intros to Species Needs, etc.)				LeadFO, Core Team assist	
Species Needs - Individual Level				LeadFO,Core Team assist	
Species Needs - Population Level				LeadFO,Core Team assist	
Species Needs - Species Level				LeadFO,Core Team assist	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Species Needs - Complete analysis tables (indiv, pop, and species levels)				AssistFO, LeadFO	
Analysis--Current Condition				AssistFO, LeadFO, Core Team	
Analysis--Future Condition & Status				LeadFO, AssistFO, Core Team	
Continue drafting SSA Report LeadFO Mgr review & Lead FO editing of SSA Report				LeadFO LeadFO	
Core Team 1st review of SSA Report	10 days			Core Team	
Revise SSA Report	10 days			AssistFO, LeadFO	
Core Team 2nd review of draft SSA Report	4 days			Core Team	
Edits to draft SSA Report based on Core Team's 2nd review	9 days			AssistFO, LeadFO	
Draft SSA Report sent to peer reviewers & partners	1 day			LeadFO	
Concurrent peer & partner reviews of draft SSA Report	20 days			Peer Reviewers, Partners	
Concurrent with above, address minor additional edits & proofreading to draft SSA Report not yet addressed in version submitted for peer & partners reviews	20 days			LeadFO	
Consideration of peer & partner reviews of draft SSA Report; edit SSA Report accordingly	8 days			LeadFO, AssistFO	
SSA Report sent to Recommendation Team for review	10 days			ULTProjMgr	
Prepare PowerPoint presentation	10 days			LeadFO	Include dry-run around day 6
Phase 3 - Recommendation Team Meeting	XX days				LITTLE TO NO FLEXIBILITY IN SCHEDULE BELOW THIS ROW
Recommendation Team Meeting				RecTeam	Occurs one of these 4 days
Edits to SSA Report based on input from Recommendation Team meeting & comments from peer reviewers/partners				LeadFO	
Core Team expedited review of changes to SSA Report				Core Team	Review is of Track Changes only following any input

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
					received during Recommendation Team Meeting.
Finalize SSA Report				LeadFO	
Final SSA Report due to ULTProjMgr to start FR document development				LeadFO	
Phase 4 - Streamlined FR Document	XX days				
Draft FR document	5 days			ULTProjMgr	
FOs & ULTRegLiason reviews	7 days			LeadFO, AssistFO, ULTRegLiason	
Edit FR document	5 days			ULTProjMgr	
Assist Regions and RSOL prelim review of FR document	10 days			RSOL, R1, R8 FO/RO	
Edit FR document	4 days			ULTProjMgr	
Draft Communications Strategy due to ULTProjMgr	1 day			LeadFO	
PPM/RD Review/R1 Concurrence review	10 days			PPM, RD, AssistFO/RO	
RSOL formal surname (review & editing)	5 days			RSOL, ULTProjMgr	
AES Review	5 days			ULTProjMgr	
Director Review	5 days			ULTProjMgr	
FWP Review	10 days			ULTProjMgr	
Exec Sec Review	2 days			ULTProjMgr	+ 30 days before required submittal to FR
Supporting documentation for posting at regulations.gov provided to PPM		TBD	TBD	ULTProjMgr	
Package Sent to FR	0 days	9/30/17	9/30/17	ULTProjMgr	

Timeline Disclaimer

Our intent is to move forward incrementally with the work associated with this planning effort by assigning work at each biweekly call. Our ability to accomplish tasks will be influenced by other office priorities. Dates in the above table are tentative and subject to change. This is a living working document that will be updated as the process continues.

9.0 STANDARD OPERATING PROCEDURES (SOP)

- ~~The Core Team will hold We will conduct biweekly-monthly? phone calls with the Core Team.. If tasks are assigned during these calls, they will be completed prior to the next scheduled call. On each call tasks will be assigned that need to be completed by the next biweekly call.~~
- ~~We will share documents on our sharepoint site or google drive and collaborate using these documents.~~

Commented [BJG19]: I think we are not to use Google Docs, drive, etc. for reviews. Generally, we send the drafts out via email.

- All ~~draft and final documents files~~ will be named according to an agreed upon filing convention.
- Documents will follow ~~FR formatting federal Register citations~~ (including page numbers) and formatting, except ~~assessment of the~~ SSA ~~and associated~~ documents (e.g., ~~References Cited, Information Memorandum~~) will be single spaced.
- Emails relating to the project will include “Wolverine” at the beginning of the subject line.

Commented [BJG20]: Is there an agreed upon format? In general, have been using format developed here at CFWO.

Commented [BJG21]: Have not done this in the past and, if required, I will need to start this immediately. **Please advise.**

From: [Bush, Jodi](#)
To: [Shoemaker, Justin](#)
Cc: [Marjorie Nelson](#); [Seth Willey](#); [Serena Baker](#)
Subject: Re: Wolverine package update
Date: Tuesday, September 20, 2016 2:00:42 PM

I don't think we care as we've already gone on record with our partners that its been proposed since the court ruling. This is merely for documentation. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Tue, Sep 20, 2016 at 1:54 PM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Do we want a specific pub date for the wolverine FR notice reinstating the proposed listing?

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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

From: **Snyder, Caitlin** <caitlin_snyder@fws.gov>
Date: Tue, Sep 20, 2016 at 2:29 PM
Subject: Wolverine package update
To: Justin Shoemaker <justin_shoemaker@fws.gov>

Hi Justin,

The wolverine reopen notice has been signed by the Director and surnamed by FWP. It should go to Exec Sec tomorrow for clearance.

Do you have a specific pub date in mind? Or, are you all ready for it to go whenever it clears and leave scheduling up to the FR?

Thanks,
Caitlin

Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike

Falls Church, VA 22041-3803
phone: 703 358 2673

From: [Bush, Jodi](#)
To: [Baker, Serena](#)
Cc: [Shoemaker, Justin](#); [Kate Norman](#); [Michael Thabault](#); [Tyler Abbott](#); [James Boyd](#); [Marjorie Nelson](#); [Seth Willey](#); [Anna Muñoz](#); [Roya Mogadam](#)
Subject: Re: Wolverine package update
Date: Thursday, September 22, 2016 1:32:12 PM
Attachments: [image005.png](#)

Thanks Serena. Everyone who cares about this - with our federal and state partners -already knows we've reinstated the wolverine as proposed so contact is really pro forma.

I do think it might be important to say in the NR thought that while we have considered the status of wolverine as proposed since the courts ruling in April, this FR notice makes it official.

Jim Boyd is not the tech contact. I do have someone in the Carlsbad office who is leading the status review -Betty Grizzly but Justin or I can probably answer questions that will arise from this. JB

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585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Thu, Sep 22, 2016 at 1:17 PM, Baker, Serena <serena_baker@fws.gov> wrote:

Hello All,

While we wait for the answer on whether the appeal needs to be withdrawn, before we move forward with the FRN, please take a look at the proposed outreach. Justin, I accepted your comments on the press release, and added a wolverine description from our website. Please let me know if the changes answer your comment on two different docket numbers.

The thing I really need help with is the Comms Plan. I've taken my best shot attached. Who do we need to notify, is Jim Boyd an alternate expert next to Jodi, are there talking points I not aware of? I stuck pretty close to our approved appeal withdrawal TPs. But, before we move forward with the FRN, I need to share this with R1 and R8, as they will have tasks.

Also, just an FYI, all the outreach people we will need to rely on for EA are still in Denver for the PAO Workshop, so we will need to give them time to get home and review before we move forward.

Happy to make any changes. Thanks!

Serena Baker

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



On Wed, Sep 21, 2016 at 8:04 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Serena,

Thanks for putting this together. My comments are attached. See the note about the docket.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Tue, Sep 20, 2016 at 8:57 PM, Baker, Serena <serena_baker@fws.gov> wrote:
Hi Team,

Here is the proposed press release to announce the reopening of the comment period on the wolverine population. I departed from leading with cool animal facts, and stuck very close to the approved appeal withdrawal talking points. Please let me know what you think, as I need to share it with the other regions as well.

Thanks!

Serena Baker

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Thanks,
Caitlin

Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike
Falls Church, VA 22041-3803
phone: 703 358 2673



From: [Baker, Serena](#)
To: [Bush, Jodi](#); [Drue DeBerry](#); [Jason Holm](#); [Brent Lawrence](#); [Leith Edgar](#); [Miel Corbett](#); [Jody Holzworth](#); [Scott Flaherty](#); [Pamela Bierce](#); [Dana Jacobsen](#); [Annette Jill Naylor](#); [Trina Vigil](#)
Cc: [Shoemaker, Justin](#); [Kate Norman](#); [Michael Thabault](#); [Tyler Abbott](#); [Marjorie Nelson](#); [Seth Willey](#); [Anna Muñoz](#); [Roya Mogadam](#)
Subject: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:01:20 PM
Attachments: [image005.png](#)
[Wolverine Reinstate-Comms Plan v2.docx](#)
[Wolverine Reinstate-PR v2.docx](#)

Hello All,

Attached is the draft outreach for the wolverine comment period reopener for your review.

Dana, we are waiting to hear when DOJ withdraws the appeal before we move forward with publishing the comment reopening FRN.

Jill or Trina, since I am on the road, is there any chance you would please print these for a hard copy surnaming? These have been approved by Justin and Jodi. Next, they should go to whomever is acting for Seth, or Kate, whom I believe is acting for Marj, then Mike, Anna and Matt.

Thank you!

Serena Baker

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[Mountain-Prairie Region 6](#)
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Lakewood, CO 80228
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SECTION I: GENERAL INFORMATION

1. **Plan title:** Comment Period Reopening on the Proposed Threatened Listing Rule for the North American Wolverine Distinct Population Segment
2. **DTS number:** [Click here to enter text.](#)
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) is reopening the comment period on a proposed rule to list the North American wolverine as threatened under the Endangered Species Act (ESA), after a court ruling earlier this year. The District Court for the District of Montana overturned the Service's withdrawal of the proposed threatened listing rule for the North American wolverine, which is a Distinct Population Segment of wolverines found in the lower 48 states. The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened.

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

September 2016.

SECTION II: GOALS AND MESSAGES

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

- Communicate that the Service is abiding by the Court Order. In our continuing commitment to transparency, and public participation, we are reopening the comment period on the proposed listing rule for the North American wolverine.
- Emphasize that this decision will be based on the most up-to-date scientific and commercial information available analyzed by a team of Service biologists conducting a Species Status Assessment on the North American wolverine population.
- Highlight the collaborative, partner-driven conservation efforts of the Service, other federal and state agencies, tribes, and stakeholders to recover the North American wolverine.

6. What are our key messages?

- The Service is abiding by the Montana District Court Order, and in our continuing commitment to transparency, and public participation, we are reopening the comment period on the proposed listing rule for the Distinct Population Segment of wolverines found in the lower 48 states.
- The Service is seeking the most up-to-date scientific and commercial information available, which will be analyzed by a team of biologists as part of an in-depth Species Status Assessment on the North American wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. We anticipate new climate change information will assist us in this decision.
- The Service's Species Status Assessment will be peer reviewed by independent experts, and will form the basis of our decision on whether or not to list the North American wolverine population.
- Conservation of wildlife species, such as the North American wolverine population, is most effectively accomplished through landscape-scale, collaborative, partner-driven management efforts by the federal and state government, wildlife agencies, tribes, and stakeholders.
- A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future.
- Wolverines look like a small bear with a bushy tail. Each of its five toes is armed with curved, semi-retractile claws for digging and climbing. It has a broad, round head topped by short ears, and small eyes. Wolverine males weigh up to 40 pounds, with the females about half that size.
- Wolverines live in forests, mountains, and the open tundra throughout Alaska and Canada. In the lower 48 states, wolverines are found in the Pacific Northwest and Northern Rocky Mountains, with occasional sightings as far south as California and Colorado.
- Following the original publication of the listing rule on February 4, 2013, there was some scientific disagreement and debate within the Service about the interpretation of the habitat requirements for wolverines and the available climate change information used to determine the extent of the threats to the animal. This type of debate is not unusual, and we encourage it as a healthy part of the scientific and policy making processes.
- The Service withdrew the proposed listing rule in 2014 after concluding that the factors affecting the North American wolverine were not as significant as we once thought.
- The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened. The Service has considered the North American wolverine as proposed for listing since the court ruling in April; however, this *Federal Register* Notice makes it official.
- The purpose of the ESA is to prevent the extinction of imperiled species, to recover them, and return their management to state and tribal wildlife agencies. It is not the purpose of the ESA to list species in perpetuity, nor is the Act designed to protect individual delisted animals from active management techniques. Once the science

indicates a species or population has recovered, which in many cases includes establishment of long-term management measures, it is the obligation of the Service to delist it and return management authority to the states, and tribes, so we can focus our limited resources on those species that still require conservation attention.

- All public comments received are reviewed, considered, and included as part of the official record. The Endangered Species Act requires any final federal agency decision to be made “solely on the basis of the best scientific and commercial data available.” Materials provided by the public are considered in this context, and help ensure the Service’s action is based on scientifically sound data, assumptions, and analysis.
- There are two docket numbers related to this comment period. The proposed 2012 listing rule is available online at <https://www.fws.gov/mountain-prairie/es/wolverine.php>, or on <https://www.regulations.gov> under Docket Number FWS–R6–ES–20126–0107. To submit comments on <https://www.regulations.gov>, search for the new Docket Number FWS–R6–ES–2016–0106, and click on the “Comment Now!” button.

SECTION III: IMPLEMENTATION

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

Region **HQ**

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

R1, R6, R8 ES, EA, and CLA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
Ongoing	Coordination with our federal, state, and other partners has been ongoing since the court ruling in April.	ES
Day before <i>FR</i> notice is available in Reading	Notify Oregon, Washington, Idaho, Montana, Wyoming, Colorado, and California Congressional members and staffers	HQ CLA Hausman

Room (<i>Pre-notification Day</i>)		
(<i>Pre-notification Day</i>)	Notify Oregon (Wallowa Mountains); Washington (North Cascades); Idaho, Montana, and Wyoming (Northern Rocky Mountains); Colorado (Southern Rocky Mountains); and California (Sierra Nevada Mountains) Congressional Delegation State Directors	R1 EA Corbett R6 EA Baker R8 CLA Flaherty
	Notify fellow federal agencies including: National Park Service, U.S. Forest Service, Bureau of Land Management, and U.S. Geological Survey	R1, R6, and R8 ES
	Notify state stakeholders including: Governors' Offices, wildlife management agencies, and others	R1, R6, and R8 ES
	Notify tribal nations	R1 NAL Nathan Dexter R6 Detailed NAL Melissa Castiano R8 NAL ?
Day <i>FRN</i> in Reading Room (<i>Rollout Day</i>)	Update website, post press release, and social media	R6 EA Mansheim ES FOs?
	Distribute press release	R6 EA Baker
	Notification of stakeholders/partners and counties	R1, R6, and R8 ES

10. Which communications tools are needed to support these strategies and tactics? (*Be as specific as possible about the products identified and who will produce them*)

Tool	Responsible	Due Date
Communications Plan	R6 EA Baker	9/23/2016
Press Release	R6 EA Baker	9/23/2016
Web posting	EA/ES – RO/FO	Day of <i>FR</i> notice

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

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
National Park Service Pacific West Regional Director John Reynolds	(330) 289-1493 John T Reynolds@nps.gov		ES
National Park Service Intermountain Regional Director Sue Masica	(303) 969-2503 Sue Masica@nps.gov		ES
US Forest Service Rocky Mountain Regional Forester Dan Jirón or Vice	(303) 275-5350 djiron@fs.fed.us		ES
Bureau of Land Management	Montana State Director Jamie Connell, 406-896-5012; jconnell@blm.gov Wyoming State Director Mary Jo Rugwell, 307-775-6003; mrugwell@blm.gov Colorado State Director Ruth Welch, 303-239-3700; rwelch@blm.gov Idaho State Director Tim Murphy, 208-373-4001; tmurphy@blm.gov	N	ES
U.S. Geological Survey Northwest Regional Director Rich Ferrero	(206) 795-4527 rferrero@usgs.gov	N	ES
Montana, Wyoming, and Colorado Governor’s Offices	Tim Baker, 406-444-7857 TimBaker@mt.gov Jerimiah Rieman, 307-777-5629 Jerimiah.rieman@wyo.gov	N?	R6 ES

Idaho Governor C.L. “Butch” Otter	(208) 334-2100		R1 ES
Montana Fish, Wildlife, and Parks Director Jeff Hagener	(406) 444-3186 jhagener@mt.gov	N	ES
Wyoming Game and Fish	Scott Talbott or representative	N	ES
Colorado Parks and Wildlife	Bob Broscheid	N	ES
Idaho Department of Fish and Game Director Virgil Moore	(208) 334-3771 or (250) 387-5657 virgil.moore@idfg.idaho.gov		R1 ES
Washington Department of Fish & Wildlife Director James Unsworth	(360) 902-2200		R1 ES

Public Affairs Contacts

Idaho Fish and Game Communications Bureau Chief Michael Keckler	(208) 334-3746 mike.keckler@idfg.idaho.gov	R1 EA Edgar
Montana Fish, Wildlife, and Parks Information Bureau Chief Greg Lemon	(406) 444-3051 glemon@mt.gov	R6 EA Baker
Wyoming Game and Fish Communications Director Renny Mackay	(307) 777-4594 renny.mackay1@wyo.gov	R6 EA Baker
Idaho Governor C.L. “Butch” Otter Director of Communication Mark Warbis	(208) 334-2100 (check)	R1 EA Edgar
Montana Governor Steve Bullock Director of Communications Tim	(406) 444-9844 TimCrowe@mt.gov	R6 EA Baker

Crowe		
Wyoming Governor Matt Mead Communications Director David Bush	(307) 777-7437 David.bush@wyo.gov	R6 EA Baker
National Park Service Associate Pacific West Regional Director for Communications Stephanie Burkhart (ID)	(415) 623-2103 Stephanie_Burkhart@nps.gov	R1 EA Edgar
National Park Service Associate Intermountain Regional Director for Communications Rick Frost (MT, WY)	(303) 987-6732 Rick_Frost@nps.gov	R6 EA Baker
U.S. Forest Service Rocky Mountain Regional External Affairs Acting Director Susan Alden Weingardt	(303) 275-5118 sweingardt@fs.fed.us	R6 EA Baker
Bureau of Land Management Idaho Deputy State Director for Communications Erin Curtis	(208) 373-4001; ecurtis@blm.gov	R1 EA Edgar
Bureau of Land Management Montana Communications Deputy Chief Alyse Backus	(406) 896-5117 alyse_backus@blm.gov	R6 EA Baker
Bureau of Land Management Wyoming Public Affairs Chief Kristen Lenhardt	(307) 775-6015 klenhard@blm.gov	R6 EA Baker
U.S. Geological Survey Western Ecological Science Center Paul Laustsen	(650) 329-4046 plaustsen@usgs.gov	R1 EA Edgar

Yellowstone National Park Public Affairs Chief Morgan Warthin	(307) 344-2013 Morgan_warthin@nps.gov	R6 EA Baker
--	--	-------------

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

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

- Serena Baker, 303-236-4588 serena_baker@fws.gov

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

- Miel Corbett, 503-231-2111; miel_corbett@fws.gov
- Roya Mogadam, 303-236-4572; roya_mogadam@fws.gov or
- Serena Baker, 303-236-4588; serena_baker@fws.gov
- Scott Flaherty, 916-978-6156; scott_flaherty@fws.gov

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

- Jodi Bush, 406-449-5225 x 205; Jodi_bush@fws.gov
- Justin Shoemaker, 309-757-5800 ext. 214; Justin_shoemaker@fws.gov

Additional technical experts for reference *(Enter name, email and phone)*

SECTION IV: DOCUMENT INFO

13. Date Created

Created By

9/22/2016	Serena Baker
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14. Date last edited

Edited By

9/23/16	Serena Baker
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SECTION V: CONGRESSIONAL CONTACT LISTS

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736
Wyoming Senator John Barrasso	State Director Kristi Wallin	Kristi_wallin@barrasso.senate.gov 307-772-2451
Wyoming Senator Mike Enzi	State Director Karen McCreery	Karen_mccreery@enzi.senate.gov 307-527-9444
Wyoming Representative Cynthia Lummis	Chief of Staff Tucker Fagan	Tucker.fagan@mail.house.gov 307-772-2595
Colorado Senator Mike Bennett	Natural Resource Advisor Noah Koerper	noah_koerper@bennet.senate.gov 970-433-1361 (Edwards)
Colorado Senator Cody Gardner	State Director Chuck Poplstein	chuck_poplstein@gardner.senate.gov , 303-391-5777 (Denver)
Colorado 1 st District Representative Diana DeGette	District Director Andrea Autobee-Trujillo	andrea.autobee-trujillo@mail.house.gov , 303-844-4988 (Denver)
Colorado 2 nd District Representative Jared Polis	District Chief of Staff Lisa Kaufmann	lisa.kaufmann@mail.house.gov , 303-484-9596 (Boulder)
Colorado 3 rd District Representative Scott Tipton	Dist. Dir./Comms. Dir. Josh Green	josh.green@mail.house.gov , 719-542-1073 (Pueblo)

Colorado 4 th District Representative Ken Buck	District Director Luke O'Dell	Luke.O'Dell@mail.house.gov, 970-702-2136(Castle Rock)
Colorado 5 th District Representative Doug Lamborn	Dist. Dir./Comms. Dir. Jarred Rego	jarred.rego@mail.house.gov , 719-520-0055 (CO Springs)
Colorado 6 th District Representative Mike Coffman	Chief of Staff Ben Stein	ben.stein@mail.house.gov , 720-748-7514 (Aurora)
Colorado 7 th District Representative Ed Perlmutter	Natural Resources Advisor Hannah Mullen	hannah.mullen@mail.house.gov , 303-274-7944 (Lakewood)
Idaho Senator Mike Crapo	State Director Layne Bangerter, Lindsay Nothorn, or Bryan Ricker	layne_bangerter@crapo.senate.gov ; lindsay_nothern@crapo.senate.gov ; bryan_ricker@crapo.senate.gov 208-334-1776 (check)
Idaho Senator James Risch	State Director Melinda Smyser or Mike Roach	melinda_smyser@risch.senate.gov ; mike_roach@risch.senate.gov 208-342-7985
Idaho 2 nd District Representative Mike Simpson	State Communication Director Nikki Wallace	nikki.wallace@mail.house.gov (208) 334-1953

Committee Contacts

Click here to enter text.

News Release



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

For Immediate Release
September **xx**, 2016

Court Ruling Reopens Comment Period on North American Wolverine Proposed Listing Rule

Contact: Serena Baker, 303-236-4588, serena_baker@fws.gov

LAKESWOOD, Colo. – The U.S. Fish and Wildlife Service (Service) is reopening the comment period on a proposed rule to list the North American wolverine as threatened under the Endangered Species Act (ESA), after a court ruling earlier this year.

The District Court for the District of Montana overturned the Service’s withdrawal of a proposed rule to list the North American wolverine, which is a Distinct Population Segment of wolverines found in the lower 48 states, as a threatened species. A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future.

Wolverines look like a small bear with a bushy tail. Each of its five toes is armed with curved, semi-retractile claws for digging and climbing. It has a broad, round head topped by short ears, and small eyes. Wolverine males weigh up to 40 pounds, with the females about half that size.

They live in forests, mountains, and the open tundra throughout Alaska and Canada. In the lower 48 states, wolverines are found in the Pacific Northwest and Northern Rocky Mountains, with occasional sightings as far south as California and Colorado.

Following the original publication of the listing rule on February 4, 2013, there was some scientific disagreement and debate within the Service about the interpretation of the habitat requirements for wolverines and the available climate change information used to determine the extent of the threats to the animal. This type of debate is not unusual, and we encourage it as a healthy part of the scientific and policy making processes.

The Service withdrew the proposed listing rule in 2014 after concluding that the factors affecting the North American wolverine were not as significant as we once thought.

The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened. The Service

has considered the North American wolverine as proposed for listing since the court ruling in April; however, this *Federal Register* Notice makes it official.

As a result, the Service will be starting a new status review on the wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. Any decision on whether to list or not list the wolverine under the ESA will be based on the best scientific and commercial information available. We anticipate new climate change information will assist us in this decision.

The Service is asking for your help by sending us any scientific or commercial information you may have on the North American wolverine population during the 30-day public comment period that reopens today and closes xx, 2016.

There are two docket numbers related to this comment period. The proposed 2012 listing rule is available online at <https://www.fws.gov/mountain-prairie/es/wolverine.php>, or on <https://www.regulations.gov> under Docket Number FWS–R6–ES–2012–0107.

To submit comments on <https://www.regulations.gov>, search for the new Docket Number FWS–R6–ES–2016–0106, and click on the “Comment Now!” button.

Or, you can mail your comment to:
Public Comments Processing
Attn: Docket No. FWS–R6–ES–2016–0106
U.S. Fish & Wildlife, MS: BPHC
5275 Leesburg Pike
Falls Church, VA 22041-3803.

The Service will post all information received on <https://www.regulations.gov>, including any personal information that is provided. Find out how we’re trying to save other endangered species at <https://www.fws.gov/mountain-prairie/es/endangered.php>.

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

For more information on our work and the people who make it happen, visit <http://www.fws.gov/mountain-prairie/>. Connect with our Facebook page at <http://www.facebook.com/USFWSMountainPrairie>, follow our tweets at <http://twitter.com/USFWSMtnPrairie>, watch our YouTube Channel at <http://www.youtube.com/usfws> and download photos from our Flickr page at <http://www.flickr.com/photos/usfwsmtmprairie/>.

From: [Annette Naylor](#)
To: [Baker, Serena](#); [Bush, Jodi](#); [Drue DeBerry](#); [Jason Holm](#); [Brent Lawrence](#); [Leith Edgar](#); [Miel Corbett](#); [Jody Holzworth](#); [Scott Flaherty](#); [Pamela Bierce](#); [Dana Jacobsen](#); [Trina Vigil](#)
Cc: [Shoemaker, Justin](#); [Kate Norman](#); [Michael Thabault](#); [Tyler Abbott](#); [Marjorie Nelson](#); [Seth Willey](#); [Anna Muñoz](#); [Roya Mogadam](#)
Subject: RE: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:12:30 PM
Attachments: [image005.png](#)

Trina,

Once you look through this for formatting etc. I will print off for Kate to sign off for Marj, send through to Mike then downstairs for Anna and Matt.

Thanks!

From: Baker, Serena [mailto:serena_baker@fws.gov]
Sent: Friday, September 23, 2016 12:55 PM
To: Bush, Jodi; Drue DeBerry; Jason Holm; Brent Lawrence; Leith Edgar; Miel Corbett; Jody Holzworth; Scott Flaherty; Pamela Bierce; Dana Jacobsen; Annette Jill Naylor; Trina Vigil
Cc: Shoemaker, Justin; Kate Norman; Michael Thabault; Tyler Abbott; Marjorie Nelson; Seth Willey; Anna Muñoz; Roya Mogadam
Subject: Wolverine: Comment Period Reopener Outreach

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Thank you!

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Serena_Baker@fws.gov



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Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

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Happy to make any changes. Thanks!

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Serena_Baker@fws.gov



On Wed, Sep 21, 2016 at 8:04 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Serena,

Thanks for putting this together. My comments are attached. See the note about the dockets.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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From: **Snyder, Caitlin** <caitlin_snyder@fws.gov>
Date: Tue, Sep 20, 2016 at 2:29 PM
Subject: Wolverine package update
To: Justin Shoemaker <justin_shoemaker@fws.gov>

Hi Justin,

The wolverine reopen notice has been signed by the Director and surnamed by FWP. It should go to Exec Sec tomorrow for clearance.

Do you have a specific pub date in mind? Or, are you all ready for it to go whenever it clears and leave scheduling up to the FR?

Thanks,

Caitlin

Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike
Falls Church, VA 22041-3803
phone: 703 358 2673



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To: [Baker, Serena](#)
Cc: [Bush, Jodi](#); [Drue DeBerry](#); [Jason Holm](#); [Brent Lawrence](#); [Leith Edgar](#); [Miel Corbett](#); [Jody Holzworth](#); [Scott Flaherty](#); [Pamela Bierce](#); [Dana Jacobsen](#); [Annette Jill Naylor](#); [Trina Vigil](#); [Kate Norman](#); [Michael Thabault](#); [Tyler Abbott](#); [Marjorie Nelson](#); [Seth Willey](#); [Anna Muñoz](#); [Roya Mogadam](#)
Subject: Re: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:15:34 PM
Attachments: [image005.png](#)

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MS: ES
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Falls Church, VA 22041-3803
phone: 703 358 2673



From: [Annette Naylor](#)
To: [Justin Shoemaker](#)
Subject: RE: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:36:49 PM
Attachments: [image005.png](#)

Justin,

Can you let me know what page the SSA bullet is on so that it can be deleted please? Or better yet delete it on the one that Serena sent – I have no idea where it is. And then send it back to me please.
Thanks

From: Shoemaker, Justin [mailto:justin_shoemaker@fws.gov]
Sent: Friday, September 23, 2016 1:16 PM
To: Baker, Serena
Cc: Bush, Jodi; Drue DeBerry; Jason Holm; Brent Lawrence; Leith Edgar; Miel Corbett; Jody Holzworth; Scott Flaherty; Pamela Bierce; Dana Jacobsen; Annette Jill Naylor; Trina Vigil; Kate Norman; Michael Thabault; Tyler Abbott; Marjorie Nelson; Seth Willey; Anna Muñoz; Roya Mogadam
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Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike
Falls Church, VA 22041-3803
phone: 703 358 2673



From: [Annette Naylor](#)
To: [Justin Shoemaker](#)
Subject: RE: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:38:25 PM
Attachments: [image005.png](#)

I've already printed it so if you can let me know the page number I will jst reprint that page as to not waste paper. Thanks!

From: Shoemaker, Justin [mailto:justin_shoemaker@fws.gov]
Sent: Friday, September 23, 2016 1:16 PM
To: Baker, Serena
Cc: Bush, Jodi; Drue DeBerry; Jason Holm; Brent Lawrence; Leith Edgar; Miel Corbett; Jody Holzworth; Scott Flaherty; Pamela Bierce; Dana Jacobsen; Annette Jill Naylor; Trina Vigil; Kate Norman; Michael Thabault; Tyler Abbott; Marjorie Nelson; Seth Willey; Anna Muñoz; Roya Mogadam
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From: [Shoemaker, Justin](#)
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Subject: Re: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 1:40:00 PM
Attachments: [image005.png](#)

page 2. This text to be removed:

- The Service's Species Status Assessment will be peer reviewed by independent experts, and will form the basis of our decision on whether or not to list the North American wolverine population.

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Subject: Re: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 23, 2016 4:51:53 PM
Attachments: [image005.png](#)
[Wolverine Reinstate-Comms Plan v3.docx](#)
[Wolverine Reinstate-PR v3.docx](#)

Hello R1, R6, and R8,

I have revised the Comms Plan and Press Release per Justin's guidance that we may not be given enough time to do an SSA. My apologies, R8, I don't know who handles your tribal outreach. Please let me know any other changes you would like.

Sorry Jill, Trina, could you slip these versions into the hard copy surname package?

Thanks!

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SECTION I: GENERAL INFORMATION

1. **Plan title:** Comment Period Reopening on the Proposed Threatened Listing Rule for the North American Wolverine Distinct Population Segment
2. **DTS number:** [Click here to enter text.](#)
3. **What is the action triggering this communications plan?** *(Please explain in no more than three sentences)*

The U.S. Fish and Wildlife Service (Service) is reopening the comment period on a proposed rule to list the North American wolverine as threatened under the Endangered Species Act (ESA), after a court ruling earlier this year. The District Court for the District of Montana overturned the Service's withdrawal of the proposed threatened listing rule for the North American wolverine, which is a Distinct Population Segment of wolverines found in the lower 48 states. The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened.

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

September 2016.

SECTION II: GOALS AND MESSAGES

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

- Communicate that the Service is abiding by the Court Order. In our continuing commitment to transparency, and public participation, we are reopening the comment period on the proposed listing rule for the North American wolverine.
- Emphasize that this decision will be based on the most up-to-date scientific and commercial information available on the North American wolverine population.
- Highlight the collaborative, partner-driven conservation efforts of the Service, other federal and state agencies, tribes, and stakeholders to recover the North American wolverine.

6. What are our key messages?

- The Service is abiding by the Montana District Court Order, and in our continuing commitment to transparency, and public participation, we are reopening the comment period on the proposed listing rule for the Distinct Population Segment of wolverines found in the lower 48 states.
- The Service is seeking the most up-to-date scientific and commercial information available on the North American wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. We anticipate new climate change information will assist us in this decision.
- Conservation of wildlife species, such as the North American wolverine population, is most effectively accomplished through landscape-scale, collaborative, partner-driven management efforts by the federal and state government, wildlife agencies, tribes, and stakeholders.
- A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future.
- Wolverines look like a small bear with a bushy tail. Each of its five toes is armed with curved, semi-retractile claws for digging and climbing. It has a broad, round head topped by short ears, and small eyes. Wolverine males weigh up to 40 pounds, with the females about half that size.
- Wolverines live in forests, mountains, and the open tundra throughout Alaska and Canada. In the lower 48 states, wolverines are found in the Pacific Northwest and Northern Rocky Mountains, with occasional sightings as far south as California and Colorado.
- Following the original publication of the listing rule on February 4, 2013, there was some scientific disagreement and debate within the Service about the interpretation of the habitat requirements for wolverines and the available climate change information used to determine the extent of the threats to the animal. This type of debate is not unusual, and we encourage it as a healthy part of the scientific and policy making processes.
- The Service withdrew the proposed listing rule in 2014 after concluding that the factors affecting the North American wolverine were not as significant as we once thought.
- The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened. The Service has considered the North American wolverine as proposed for listing since the court ruling in April; however, this *Federal Register* Notice makes it official.
- The purpose of the ESA is to prevent the extinction of imperiled species, to recover them, and return their management to state and tribal wildlife agencies. It is not the purpose of the ESA to list species in perpetuity, nor is the Act designed to protect individual delisted animals from active management techniques. Once the science indicates a species or population has recovered, which in many cases includes establishment of long-term management measures, it is the obligation of the Service to delist it and return management authority to the states, and tribes, so we can focus our limited resources on those species that still require conservation attention.
- All public comments received are reviewed, considered, and included as part of the official record. The Endangered Species Act requires any final federal agency decision

to be made “solely on the basis of the best scientific and commercial data available.” Materials provided by the public are considered in this context, and help ensure the Service’s action is based on scientifically sound data, assumptions, and analysis.

- There are two docket numbers related to this comment period. The proposed 2012 listing rule is available online at <https://www.fws.gov/mountain-prairie/es/wolverine.php>, or on <https://www.regulations.gov> under Docket Number FWS–R6–ES–20126–0107. To submit comments on <https://www.regulations.gov>, search for the new Docket Number FWS–R6–ES–2016–0106, and click on the “Comment Now!” button.

SECTION III: IMPLEMENTATION

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

Region **HQ**

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

R1, R6, R8 ES, EA, and CLA

9. **Implementation timeline:**

Target Date	Tactic	Responsible
Ongoing	Coordination with our federal, state, and other partners has been ongoing since the court ruling in April.	ES
Day before <i>FR</i> notice is available in Reading Room (<i>Pre-notification Day</i>)	Notify Oregon, Washington, Idaho, Montana, Wyoming, Colorado, and California Congressional members and staffers	HQ CLA Hausman
<i>(Pre-notification)</i>	Notify Oregon (Wallowa Mountains); Washington (North Cascades); Idaho, Montana, and Wyoming (Northern Rocky Mountains); Colorado (Southern	R1 EA Corbett R6 EA Baker

<i>Day)</i>	Rocky Mountains); and California (Sierra Nevada Mountains) Congressional Delegation State Directors	R8 CLA Flaherty
	Notify fellow federal agencies including: National Park Service, U.S. Forest Service, Bureau of Land Management, and U.S. Geological Survey	R1, R6, and R8 ES
	Notify state stakeholders including: Governors' Offices, wildlife management agencies, and others	R1, R6, and R8 ES
	Notify tribal nations	R1 NAL Nathan Dexter R6 Detailed NAL Melissa Castiano R8 NAL ?
Day <i>FRN</i> in Reading Room (<i>Rollout Day</i>)	Update website, post press release, and social media	R6 EA Mansheim ES FOs?
	Distribute press release	R6 EA Baker
	Notification of stakeholders/partners and counties	R1, R6, and R8 ES

10. Which communications tools are needed to support these strategies and tactics? (*Be as specific as possible about the products identified and who will produce them*)

Tool	Responsible	Due Date
Communications Plan	R6 EA Baker	9/23/2016
Press Release	R6 EA Baker	9/23/2016
Web posting	EA/ES – RO/FO	Day of <i>FR</i> notice

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

Stakeholder Name	Contact Info	Pro/Anti/Neutral	Contact By
-------------------------	---------------------	-------------------------	-------------------

National Park Service Pacific West Regional Director John Reynolds	(330) 289-1493 John_T_Reynolds@nps.gov		R1 ES
National Park Service Intermountain Regional Director Sue Masica	(303) 969-2503 Sue_Masica@nps.gov		R6 ES
U.S. Forest Service Rocky Mountain Regional Forester Dan Jirón or Vice	(303) 275-5350 djiron@fs.fed.us		R6 ES
U.S. Forest Service Office in Pacific Northwest			R1 ES
U.S. Forest Service Office for California			R8 ES
Bureau of Land Management	Oregon/Washington Acting State Director Ron Dunton, 503-808- 6026; rdunton@blm.gov Idaho State Director Tim Murphy, 208-373-4001; tmurphy@blm.gov California State Director Jerome Perez, 916-978-4600; jperez@blm.gov Montana State Director Jamie Connell, 406-896-5012; jconnell@blm.gov Wyoming State Director Mary Jo Rugwell, 307-775-6003; mrugwell@blm.gov Colorado State Director Ruth Welch, 303-239-3700; rwelch@blm.gov		ES
U.S. Geological Survey Northwest Regional Director Rich Ferrero	(206) 795-4527 rferrero@usgs.gov	N	R1 ES
Oregon and			R1

Washington Governors' Offices			
Idaho Governor C.L. "Butch" Otter	(208) 334-2100		R1 ES
California Governor's Office			R8
Montana, Wyoming, and Colorado Governor's Offices	Tim Baker, 406-444-7857; TimBaker@mt.gov Jerimiah Rieman, 307-777-5629; Jerimiah.rieman@wyo.gov CDNR 303-866-3311	N?	R6 ES
Oregon Game and Fish			R1 ES
Washington Department of Fish & Wildlife Director James Unsworth	(360) 902-2200		R1 ES
Idaho Department of Fish and Game Director Virgil Moore	(208) 334-3771 or (250) 387-5657 virgil.moore@idfg.idaho.gov		R1 ES
California Game and Fish			R8 ES
Montana Fish, Wildlife, and Parks Director Jeff Hagener	(406) 444-3186; jhagener@mt.gov	N	R6 ES
Wyoming Game and Fish Scott Talbott or representative	(307) 777-4600	N	ES
Colorado Parks and Wildlife Director Bob Broscheid	303-297-1192	N	ES

Public Affairs Contacts

National Park Service Associate Pacific West Regional Director for	(415) 623-2103;		R1 EA Edgar
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Communications Stephanie Burkhart (ID)	Stephanie_Burkhart@nps.gov	
National Park Service Associate Intermountain Regional Director for Communications Rick Frost (MT, WY)	(303) 987-6732 Rick_Frost@nps.gov	R6 EA Baker
U.S. Forest Service		R1
U.S. Forest Service		R8
U.S. Forest Service Rocky Mountain Regional External Affairs Acting Director Susan Alden Weingardt	(303) 275-5118 sweingardt@fs.fed.us	R6 EA Baker
Bureau of Land Management Oregon/Washington Deputy State Director, Communications Jody Weil	503-808-6027; jweil@blm.gov	R1 EA
Bureau of Land Management Idaho Deputy State Director for Communications Erin Curtis	(208) 373-4001; ecurtis@blm.gov	R1 EA Edgar
Bureau of Land Management California Communications Chief Martha Maciel	(916) 978-4616; mmaciel@blm.gov	R8
Bureau of Land Management Montana Communications Deputy Chief Alyse Backus	(406) 896-5117 alyse_backus@blm.gov	R6 EA Baker
Bureau of Land Management Wyoming Public Affairs Chief Kristen Lenhardt	(307) 775-6015 klenhardt@blm.gov	R6 EA Baker
Bureau of Land Management Colorado Communications Chief Steve Hall	(303) 239-3672 sbhall@blm.gov	R6 EA Baker
U.S. Geological Survey Western Ecological Science Center Paul Laustsen	(650) 329-4046 plaustsen@usgs.gov	R8
Oregon Governor Kate Brown's Communications Director Kristen	503-378-5965	R1

Grainger		
Washington Governor Jay Inslee's Executive Director of Communications Jaime Smith	360-902-4136, jaime.smith@gov.wa.gov	R1
Idaho Governor C.L. "Butch" Otter Director of Communication Mark Warbis	(208) 334-2100 (check)	R1 EA Edgar
California Governor Jerry Brown's External Affairs Director Jamie Callahan	916-324-2472	R8
Montana Governor Steve Bullock's Communications Director Tim Crowe	(406) 444-9844; timcrowe@mt.gov	R6 EA Baker
Wyoming Governor Matt Mead Communications Director David Bush	(307) 777-7437 David.bush@wyo.gov	R6 EA Baker
Colorado Governor John Hickenlooper's Communications Director Kathy Green	(303) 866-4361; Kathy.green@state.co.us	R6 EA Baker
Oregon and Washington Game and Fish Agencies		R1 EA
Idaho Fish and Game Communications Bureau Chief Michael Keckler	(208) 334-3746 mike.keckler@idfg.idaho.gov	R1 EA Edgar
California Game and Fish		R8
Montana Fish, Wildlife, and Parks Information Bureau Chief Greg Lemon	(406) 444-3051 glemon@mt.gov	R6 EA Baker
Wyoming Game and Fish Communications Director Renny Mackay	(307) 777-4594 renny.mackay1@wyo.gov	R6 EA Baker
Colorado Parks and Wildlife Acting Statewide PIO Jerry Neal	(303) 866-3203 x4604	R6 EA Baker

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

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

- Serena Baker, 303-236-4588 serena_baker@fws.gov

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

- Alyssa Hausman, 703-358-2275; Alyssa_hausman@fws.gov
- Miel Corbett, 503-231-2111; miel_corbett@fws.gov
- Roya Mogadam, 303-236-4572; roya_mogadam@fws.gov or
- Serena Baker, 303-236-4588; serena_baker@fws.gov
- Scott Flaherty, 916-978-6156; scott_flaherty@fws.gov

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

- Jodi Bush, 406-449-5225 x 205; Jodi_bush@fws.gov
- Justin Shoemaker, 309-757-5800 ext. 214; Justin_shoemaker@fws.gov

Additional technical experts for reference *(Enter name, email and phone)*

SECTION IV: DOCUMENT INFO

13. Date Created

Created By

9/22/2016	Serena Baker
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14. Date last edited

Edited By

9/23/16	Serena Baker

SECTION V: CONGRESSIONAL CONTACT LISTS

Montana Senator Jon Tester	State Director Dayna Swanson	Dayna_swanson@tester.senate.gov 406-728-3003
Montana Senator Steve Daines	State Director Charles Robison	Charles_robison@daines.senate.gov 406-443-3189
Montana Representative Ryan Zinke	State Director Randy Vogel	Randy_vogel@mail.house.gov 406-969-1736
Wyoming Senator John Barrasso	State Director Kristi Wallin	Kristi_wallin@barrasso.senate.gov 307-772-2451
Wyoming Senator Mike Enzi	State Director Karen McCreery	Karen_mccreery@enzi.senate.gov 307-527-9444
Wyoming Representative Cynthia Lummis	Chief of Staff Tucker Fagan	Tucker.fagan@mail.house.gov 307-772-2595
Colorado Senator Mike Bennett	Natural Resource Advisor Noah Koerper	noah_koerper@bennet.senate.gov 970-433-1361 (Edwards)
Colorado Senator Cody Gardner	State Director Chuck Poplstein	chuck_poplstein@gardner.senate.gov , 303-391-5777 (Denver)
Colorado 1 st District Representative Diana DeGette	District Director Andrea Autobee-Trujillo	andrea.autobee-trujillo@mail.house.gov , 303-844-4988 (Denver)
Colorado 2 nd District Representative Jared Polis	District Chief of Staff Lisa Kaufmann	lisa.kaufmann@mail.house.gov , 303-484-9596 (Boulder)
Colorado 3 rd District Representative Scott Tipton	Dist. Dir./Comms. Dir. Josh Green	josh.green@mail.house.gov , 719-542-1073 (Pueblo)
Colorado 4 th District Representative Ken Buck	District Director Luke O'Dell	Luke.O'Dell@mail.house.gov, 970-702-2136(Castle Rock)

Colorado 5 th District Representative Doug Lamborn	Dist. Dir./Comms. Dir. Jarred Rego	jarred.rego@mail.house.gov , 719-520-0055 (CO Springs)
Colorado 6 th District Representative Mike Coffman	Chief of Staff Ben Stein	ben.stein@mail.house.gov , 720-748-7514 (Aurora)
Colorado 7 th District Representative Ed Perlmutter	Natural Resources Advisor Hannah Mullen	hannah.mullen@mail.house.gov , 303-274-7944 (Lakewood)
Oregon/Washington	State Directors	
Idaho Senator Mike Crapo	State Director Layne Bangerter, Lindsay Nothern, or Bryan Ricker	layne_bangerter@crapo.senate.gov ; lindsay_nothern@crapo.senate.gov ; bryan_ricker@crapo.senate.gov 208-334-1776 (check)
Idaho Senator James Risch	State Director Melinda Smyser or Mike Roach	melinda_smyser@risch.senate.gov ; mike_roach@risch.senate.gov 208-342-7985
Idaho 2 nd District Representative Mike Simpson	State Communication Director Nikki Wallace	nikki.wallace@mail.house.gov (208) 334-1953
California	State Directors	

Committee Contacts

Click here to enter text.

News Release



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

For Immediate Release
September xx, 2016

Court Ruling Reopens Comment Period on North American Wolverine Proposed Listing Rule

Contact: Serena Baker, 303-236-4588, serena_baker@fws.gov

LAKESWOOD, Colo. – The U.S. Fish and Wildlife Service (Service) is reopening the comment period on a proposed rule to list the North American wolverine as threatened under the Endangered Species Act (ESA), after a court ruling earlier this year.

The District Court for the District of Montana overturned the Service’s withdrawal of a proposed rule to list the North American wolverine, which is a Distinct Population Segment of wolverines found in the lower 48 states, as a threatened species. A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future.

Wolverines look like a small bear with a bushy tail. Each of its five toes is armed with curved, semi-retractile claws for digging and climbing. It has a broad, round head topped by short ears, and small eyes. Wolverine males weigh up to 40 pounds, with the females about half that size.

They live in forests, mountains, and the open tundra throughout Alaska and Canada. In the lower 48 states, wolverines are found in the Pacific Northwest and Northern Rocky Mountains, with occasional sightings as far south as California and Colorado.

Following the original publication of the listing rule on February 4, 2013, there was some scientific disagreement and debate within the Service about the interpretation of the habitat requirements for wolverines and the available climate change information used to determine the extent of the threats to the animal. This type of debate is not unusual, and we encourage it as a healthy part of the scientific and policy making processes.

The Service withdrew the proposed listing rule in 2014 after concluding that the factors affecting the North American wolverine were not as significant as we once thought.

The court ruling now effectively returns the process to the point at which the wolverine population in the contiguous United States is proposed for listing as threatened. The Service

has considered the North American wolverine as proposed for listing since the court ruling in April; however, this *Federal Register* Notice makes it official.

As a result, the Service will be starting a new review on the wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. Any decision on whether to list or not list the wolverine under the ESA will be based on the best scientific and commercial information available. We anticipate new climate change information will assist us in this decision.

The Service is asking for your help by sending us any scientific or commercial information you may have on the North American wolverine population during the 30-day public comment period that reopens today and closes xx, 2016.

There are two docket numbers related to this comment period. The proposed 2012 listing rule is available online at <https://www.fws.gov/mountain-prairie/es/wolverine.php>, or on <https://www.regulations.gov> under Docket Number FWS–R6–ES–2012–0107.

To submit comments on <https://www.regulations.gov>, search for the new Docket Number FWS–R6–ES–2016–0106, and click on the “Comment Now!” button.

Or, you can mail your comment to:
Public Comments Processing
Attn: Docket No. FWS–R6–ES–2016–0106
U.S. Fish & Wildlife, MS: BPHC
5275 Leesburg Pike
Falls Church, VA 22041-3803.

The Service will post all information received on <https://www.regulations.gov>, including any personal information that is provided. Find out how we’re trying to save other endangered species at <https://www.fws.gov/mountain-prairie/es/endangered.php>.

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

For more information on our work and the people who make it happen, visit <http://www.fws.gov/mountain-prairie/>. Connect with our Facebook page at <http://www.facebook.com/USFWSMountainPrairie>, follow our tweets at <http://twitter.com/USFWSMtnPrairie>, watch our YouTube Channel at <http://www.youtube.com/usfws> and download photos from our Flickr page at <http://www.flickr.com/photos/usfwsmtmprairie/>.

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine kick off call
Date: Wednesday, September 28, 2016 12:13:05 PM

Justin - I looked at your calendar and Jodi's over next two weeks (assuming we are not shutdown). It's not good...the only day and time for the three of us is **October 13 from 10:00 am to 1:00 pm (this is Pacific Time, at least I believe it's showing my time zone in Google calendar)**. So not sure if setting up a Doodle poll is worth the trouble; would just send an email to everyone asking for best time on that day within that range works best.

Do you want me to go further out? As you can imagine, scheduling with so many individuals is going to be very difficult.

On Wed, Sep 28, 2016 at 10:48 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Betty,

Go ahead and set up a poll to find a time most can attend. I'm looking into a second ULT member to be on the core team, maybe from HQ. And trying to figure out who from our RSOL will be involved.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Wed, Sep 28, 2016 at 12:14 PM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:
Okay.

Justin - Do you want to set up a Doodle poll, or do you want me to send this out, or do you have another idea as to how to schedule this call?

On Wed, Sep 28, 2016 at 10:08 AM, Jodi Bush <jodi_bush@fws.gov> wrote:
Betty. Let's go ahead and schedule a kick off meeting with who we have. No need to wait any longer. JB

Sent from my iPhone

On Sep 28, 2016, at 9:07 AM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:

Hi Justin - FYI - Here is the latest list of Points of Contact (though not sure how many of these would be part of the Core Team) based on email replies received as of September 20:

R6 - Justin Shoemaker
R8 - Daniel Russell
R2 - Patricia Zenone

Washington - Eric Rickerson
Idaho - Kim Garner (with Bryon Holt as tech contact)
Wyoming - Lisa Solberg Schwab
Montana - Jodi

I believe we still have not heard from Utah, Colorado, and Oregon.

On Tue, Sep 27, 2016 at 11:50 AM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Betty and Jodi,

We need to start scheduling a kick off call for wovlerine. I know we don't have a timeline yet, but we better get this thing moving at least. I am trying to figure out the rest of the Core Team. Once I do I'll try and get a call organized soon.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

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760-431-9440, ext. 215
760-431-5901 fax

From: [Betty Grizzle \(via Doodle\)](#)
To: justin_shoemaker@fws.gov
Subject: Wolverine Core Team Kickoff Call
Date: Wednesday, September 28, 2016 2:42:03 PM



Hi there,
Betty Grizzle (betty_grizzle@fws.gov) invites you to participate in the Doodle poll "Wolverine Core Team Kickoff Call."

Sorry for the narrow time frame identified in this Doodle poll request, but this is the best time for Jodi, Justin, and Betty over the next two weeks.

Participate now



What is Doodle? Doodle is a web service that helps Betty Grizzle to find a suitable date for meeting with a group of people. [Learn more about how Doodle works.](#)

You have received this e-mail because "Betty Grizzle" has invited you to participate in the Doodle poll "Wolverine Core Team Kickoff Call."

Doodle is also available for iOS and Android.



Doodle AG, Werdstrasse 21, 8021 Zürich

From: [Bush, Jodi](#)
To: [Shoemaker, Justin](#)
Cc: [Baker, Serena](#); [Flaherty, Scott](#); [Seth Willey](#); [Pam Bierce](#); [Betty Grizzle](#)
Subject: Re: Wolverine: Comment Period Reopener Outreach
Date: Friday, September 30, 2016 2:21:29 PM
Attachments: [image005.png](#)

nope

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Thu, Sep 29, 2016 at 11:55 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Serena,

I'm not remembering hearing of any confirmed wolverine sightings in the state of Nevada, in recent times anyway. I'm not comfortable giving the appearance of adding Nevada to the range of the wolverine in the lower 48 by including NV in our outreach materials, until we know more. But I'm including Jodi and Betty in case they've heard anything.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Thu, Sep 29, 2016 at 12:39 PM, Baker, Serena <serena_baker@fws.gov> wrote:
Hi Scott,

Thanks for the changes! I wasn't aware there have been sightings of wolverines in Nevada. Has this also been in the Sierra Nevada Mountains? I could easily add Nevada after California. We'd need to give Nevada stakeholders a heads up too.

Justin or Seth, I don't think we said Nevada in the FRN, but can you confirm Nevada sightings?

I have the outreach ready to go to HQs once we know. Thanks!

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



On Tue, Sep 27, 2016 at 9:39 AM, Flaherty, Scott <scott_flaherty@fws.gov> wrote:

Hi Serena: Just in case you haven't heard from others.....As to yellow highlighted text: A species listed as Threatened under the ESA means the species is likely to become endangered (not extinct) within the foreseeable future throughout all or a significant portion of its range. Also, While we have had a couple of sightings of wolverine in Sierra Nevada in California, is there a reason we're not addressing Nevada in outreach? - Scott

Scott Flaherty
Chief, Congressional and Legislative Affairs
[USFWS Pacific Southwest Region](#)
Sacramento, CA 95825
(Ofc) 916-978-6156 (Cell) 916-612-3042

On Tue, Sep 27, 2016 at 4:16 AM, Baker, Serena <serena_baker@fws.gov> wrote:

Good Morning All, (*Torbit, see below for climate change ?*)

Attached are updated versions with Dana and Drue's changes. I confirmed the proposed rule was in 2013, not 2012. Thank you, Dana for catching that! Here are the final questions we need answered:

- Highlight the collaborative, partner-driven conservation efforts of the Service, other federal and state agencies, tribes, and stakeholders to **recover**^[DJ1] the North American wolverine.

(Dana) ^[DJ1]From a legal perspective, the word “recover” is often associated with a listed species. Should this word be deleted and the word “address” be added here?

(Serena) Justin, Seth? Anyone in ES?

2. What are our key messages?

- The Service is seeking the most up-to-date scientific and commercial information available on the North American wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. We anticipate new climate change information^[DJ2] will assist us in this decision.
- **A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future.**

(Dana)^[DJ2] FWS must confirm that it in fact has new information on climate change—because the public may ask about it in light of this message.

(Serena) It is my understanding that we are expecting new data from Science Applications in the coming months on climate change. CC'ing Steve Torbit here to confirm.

Highlighted portion addresses Anna's question: in the press release, we say that "A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future." I know I've been out of the ES game for a bit, but I just want to make sure that this shouldn't read, ".....likely to become endangered in the foreseeable future."

Anna, files can be found in: I:\ES\Wolverine\Relisting Package.

Thanks!

Serena Baker

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



On Mon, Sep 26, 2016 at 4:48 PM, Munoz, Anna <anna_munoz@fws.gov> wrote:

Hi All,

I've been stuck in meetings all day and am barely getting to this. It looks like the surnamed copy that ES put in my box earlier today does not reflect the edits provided by Dana. I'm going to need someone in ES to address the comments in the Communication Strategy document. I have accepted the changes to the News Release, but still need someone to confirm whether the proposed listing rule was issued in 2012 or 2013. Once I hear back from someone in ES, I will finalize, surname, and send to the RD's office.

One quick question, but in the press release, we say that "A threatened listing would mean this wolverine population is likely to be extinct in the foreseeable future." I know I've been out of the ES game for a bit, but I just want to make sure that this shouldn't read, ".....likely to become endangered in the foreseeable future."

Thanks,
Anna

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

On Mon, Sep 26, 2016 at 12:26 PM, Serena Baker <serena_baker@fws.gov> wrote:

Thank you very much Dana!

Serena Baker
Public Affairs Specialist

U.S. Fish & Wildlife Service
Mountain-Prairie Region 6
134 Union Boulevard, Suite 400
Lakewood, CO 80228
Desk: 303.236.4588
Cell: 720.391.6583
Serena_Baker@fws.gov

On Sep 26, 2016, at 10:48 AM, Jacobsen, Dana <dana.jacobsen@sol.doi.gov> wrote:

Hi all,

A few comments from me on the outreach materials.

Dana

On Fri, Sep 23, 2016 at 4:51 PM, Baker, Serena <serena_baker@fws.gov> wrote:
Hello R1, R6, and R8,

I have revised the Comms Plan and Press Release per Justin's guidance that we may not be given enough time to do an SSA. My apologies, R8, I don't know who handles your tribal outreach. Please let me know any other changes you would like.

Sorry Jill, Trina, could you slip these versions into the hard copy surname package?

Thanks!

Serena Baker
Public Affairs Specialist
U.S. Fish & Wildlife Service
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Lakewood, CO 80228
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Serena_Baker@fws.gov

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On Fri, Sep 23, 2016 at 1:15 PM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Serena,

I'm acting for Seth this week. I have one more comment, to remove the SSA bullet in the Coms Plan. Until we have a timeline for the final rule, we don't know if we'll actually have time to do an SSA.

Once that is done I'm good w/ the outreach.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Fri, Sep 23, 2016 at 1:54 PM, Baker, Serena <serena_baker@fws.gov> wrote:

Hello All,

Attached is the draft outreach for the wolverine comment period reopener for your review.

Dana, we are waiting to hear when DOJ withdraws the appeal before we move forward with publishing the comment reopening FRN.

Jill or Trina, since I am on the road, is there any chance you would please print these for a hard copy surnaming? These have been approved by Justin and Jodi. Next, they should go to whomever is acting for Seth, or Kate, whom I believe is acting for Marj, then Mike, Anna and Matt.

Thank you!

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

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On Thu, Sep 22, 2016 at 1:31 PM, Bush, Jodi <jodi_bush@fws.gov> wrote:

Thanks Serena. Everyone who cares about this - with our federal and state partners -already knows we've reinstated the wolverine as proposed so contact is really pro forma.

I do think it might be important to say in the NR thought that while we have considered the status of wolverine as proposed since the courts ruling in April, this FR notice makes it official.

Jim Boyd is not the tech contact. I do have someone in the Carlsbad office who is leading the status review -Betty Grizzly but Justin or I can probably answer questions that will arise from this. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Thu, Sep 22, 2016 at 1:17 PM, Baker, Serena
<serena_baker@fws.gov> wrote:

Hello All,

While we wait for the answer on whether the appeal needs to be withdrawn, before we move forward with the FRN, please take a look at the proposed outreach. Justin, I accepted your comments on the press release, and added a wolverine description from our website. Please let me know if the changes answer your comment on two different docket numbers.

The thing I really need help with is the Comms Plan. I've taken my best shot attached. Who do we need to notify, is Jim Boyd an alternate expert next to Jodi, are there talking points I not aware of? I stuck pretty close to our approved appeal withdrawal TPs. But, before we move forward with the FRN, I need to share this with R1 and R8, as they will have tasks.

Also, just an FYI, all the outreach people we will need to rely on for EA are still in Denver for the PAO Workshop, so we will need to give them time to get home and review before we move forward.

Happy to make any changes. Thanks!

Serena Baker

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Lakewood, CO 80228
Desk: 303.236.4588
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Serena_Baker@fws.gov

[<image001.gif>](#)[<image002.gif>](#)[<image003.gif>](#)[<image004.gif>](#)[<image005.png>](#)

On Wed, Sep 21, 2016 at 8:04 AM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Serena,

Thanks for putting this together. My comments are attached. See the note about the dockets.

Justin Shoemaker

Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Tue, Sep 20, 2016 at 8:57 PM, Baker, Serena
<serena_baker@fws.gov> wrote:

Hi Team,

Here is the proposed press release to announce the reopening of the comment period on the wolverine population. I departed from leading with cool animal facts, and stuck very close to the approved appeal withdrawal talking points. Please let me know what you think, as I need to share it with the other regions as well.

Thanks!

Serena Baker

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

[<image001.gif>](#)[<image002.gif>](#)[<image003.gif>](#)[<image004.gif>](#)[<image005.png>](#)

On Tue, Sep 20, 2016 at 1:54 PM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Do we want a specific pub date for the wolverine FR notice reinstating the proposed listing?

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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

From: **Snyder, Caitlin** <caitlin_snyder@fws.gov>
Date: Tue, Sep 20, 2016 at 2:29 PM
Subject: Wolverine package update
To: Justin Shoemaker <justin_shoemaker@fws.gov>

Hi Justin,

The wolverine reopen notice has been signed by the Director and surnamed by FWP. It should go to Exec Sec

tomorrow for clearance.

Do you have a specific pub date in mind? Or, are you all ready for it to go whenever it clears and leave scheduling up to the FR?

Thanks,
Caitlin

Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike
Falls Church, VA 22041-3803
phone: 703 358 2673

--

Dana Jacobsen
Assistant Regional Solicitor
Rocky Mountain Regional Office
Office of the Solicitor
755 Parfet, Suite 151
Lakewood, CO 80215
(303) 445-0639*****NOTE THIS IS A NEW PHONE NUMBER

<Wolverine Reinstate-PR_v3 SOL COMMENTS SEPTEMBER 26 2016.docx>

<Wolverine Reinstate-Comms Plan_v3 SOL COMMENTS CONFIDENTIAL
September 26 2016.docx>



From: [Grizzle, Betty](#)
To: [Jodi Bush](#); [Justin Shoemaker](#)
Subject: Fwd: Wolverine POC for Nevada
Date: Wednesday, October 5, 2016 10:11:39 AM

Just an FYI - contacts for Nevada. I forwarded the Google Invite for the Kickoff call to both Lee Ann and Marcy.

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

From: **Carranza, Lee** <lee_carranza@fws.gov>
Date: Wed, Oct 5, 2016 at 9:03 AM
Subject: Re: Wolverine POC for your office
To: "Grizzle, Betty" <betty_grizzle@fws.gov>
Cc: Marcy Haworth <marcy_haworth@fws.gov>

Thank you for contacting our office. Marcy Haworth will be our species lead for wolverine. I have copied her on this message. I am her supervisor and would be the management contact.

Thanks again,

Lee Ann Carranza
Assistant Field Supervisor
U.S. Fish and Wildlife Service
1340 Financial Boulevard, Suite 234
Reno, NV 89502
Phone: 775-861-6328
Fax: 775-861-6301

On Tue, Oct 4, 2016 at 7:52 AM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:

Good morning - Heidi Crowell suggested your name as a contact for Nevada related to the wolverine status review that I am preparing (detailing to Montana ES Office, Region 6).

This is in response to the District Court decision in April 2016 vacating the rule to withdraw the proposed listing.

Can you let me know who your species points of contacts would be and if you have a management team lead as well? (Dan Russell is the Regional Office lead) Please provide at least one POC, even if you determine that you or your staff do not need to be overly concerned with the status review or the species.

We have scheduled a Kickoff Call for October 13 at 11:00 am Pacific Time. I can send the Invite to the identified POC. Region 6 is preparing the outreach/communication strategy for the reopening of the comment period on the proposed rule.

Thanks and please let me or Jodi Bush (Project Leader at Helena, Montana) know if you have any questions.

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

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Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Wednesday, October 5, 2016 10:41:24 AM

I can be available for those proposed times/days.

On Wed, Oct 5, 2016 at 9:31 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

From: [Snyder, Caitlin](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Wednesday, October 5, 2016 3:18:05 PM

Hi Justin,

I'm on A/L all next week and won't have access to email. Do you want me to see if someone from HQ can sit in for me, or can I get a download from you when I'm back?

Thanks,
Caitlin

Caitlin Snyder
Unified Listing Team
U.S. Fish & Wildlife Service
MS: ES
5275 Leesburg Pike
Falls Church, VA 22041-3803
phone: 703 358 2673

On Wed, Oct 5, 2016 at 4:27 PM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Caitlin,

I'm trying to set up a call before the kickoff call next week to discuss wolverine. Do any of the times below work for you?

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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

From: **Willey, Seth** <seth_willey@fws.gov>
Date: Wed, Oct 5, 2016 at 1:24 PM
Subject: Fwd: Wolverine pre-kickoff call timeline/strategy discussion
To: Justin Shoemaker <justin_shoemaker@fws.gov>

I cannot do 10/12 @ 9am. I think I can make the other times work.

Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Jacobsen, Dana** <dana.jacobsen@sol.doi.gov>

Date: Wed, Oct 5, 2016 at 11:04 AM

Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion

To: "Shoemaker, Justin" <justin_shoemaker@fws.gov>

Cc: Seth Willey <seth_willey@fws.gov>, Marjorie Nelson <marjorie_nelson@fws.gov>, Betty Grizzle <betty_grizzle@fws.gov>, Jodi Bush <jodi_bush@fws.gov>

thanks! see below.

On Wed, Oct 5, 2016 at 10:31 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain
WORKS FOR ME

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00
AFTERNOON TIMES WORK FOR ME!

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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Dana Jacobsen
Assistant Regional Solicitor
Rocky Mountain Regional Office
Office of the Solicitor
755 Parfet, Suite 151
Lakewood, CO 80215
(303) 445-0639*****NOTE THIS IS A NEW PHONE NUMBER

From: [Jodi Bush](#)
To: [Shoemaker, Justin](#)
Cc: betty_grizzle@fws.gov
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Thursday, October 6, 2016 6:42:17 AM

I can't make either of these days/times. Tied up with fisher. JB

Sent from my iPhone

On Oct 5, 2016, at 10:32 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

From: [Jodi Bush](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Thursday, October 6, 2016 7:57:50 AM

Ok.thanks. Probably a good idea but I can't make times suggested. JB

Sent from my iPhone

On Oct 6, 2016, at 7:18 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

Here was my reasoning for the call from a previous message:

We have a kickoff call scheduled for next Thursday. Dana will not be able to make that call. I suggest some of us on this email string get together on a short call before the kickoff call to discuss our approach for this listing determination given that we need to move quickly. Betty and I need a timeline to aim for. That will heavily influence the type of analysis we can do to inform the decision. I'd like to go into the kickoff call w/ a firm plan for the species assessment/SSA/surgical revision/whatever we decide, and timeline w/ dates to share w/ the larger wolverine group. Also, I will likely start paternity leave this week or next and then be out for 2-3 wks. I just want to make sure Betty and the core team have clear direction and can keep this thing moving while I'm out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Thu, Oct 6, 2016 at 7:40 AM, Jodi Bush <jodi_bush@fws.gov> wrote:

Why do we need separate call? JB

Sent from my iPhone

On Oct 5, 2016, at 10:32 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist

U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

From: [Shoemaker, Justin](#)
To: [Seth Willey](#)
Subject: Fwd: Wolverine: Draft Talking Points
Date: Thursday, October 6, 2016 8:43:18 AM
Attachments: [Wolverine Project Plan DRAFT 07282016 24 mo \(1\).pdf](#)
[Wolverine 24 mo ghant chart \(1\).pdf](#)
[Wolverine 24 mo schedule \(1\).pdf](#)

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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

From: **Willey, Seth** <seth_willey@fws.gov>
Date: Thu, Jul 28, 2016 at 5:34 PM
Subject: Re: Wolverine: Draft Talking Points
To: "Gilbert, Parks" <parks_gilbert@fws.gov>, "Jacobsen, Dana" <dana.jacobsen@sol.doi.gov>
Cc: "Backsen, Sarah" <sarah_backsen@fws.gov>, Marjorie Nelson <marjorie_nelson@fws.gov>, Justin Shoemaker <justin_shoemaker@fws.gov>, Caitlin Snyder <caitlin_snyder@fws.gov>

And pdf versions of all, in case folks want to share (potentially outside FWS/SOL/DOJ) to inform the discussion.

Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Thu, Jul 28, 2016 at 4:25 PM, Willey, Seth <seth_willey@fws.gov> wrote:

Dana and Parks,

Attached is one more document further explaining the process and plan moving forward. [Thanks Justin for developing this]. Hopefully this is enough to inform DOJ for potential settlement conversations.

Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Wed, Jul 27, 2016 at 3:56 PM, Willey, Seth <seth_willey@fws.gov> wrote:
Hey Parks and Dana,

Thanks for your help. I think this approach makes sense. Attached is our proposed detailed timeline (both in gphant chart form for visual folks and list form). We can make the full project plan available if desired. I agree on starting timeline discussions with 24 months from the point of the possible, eventual settlement first, then moving to fall back positions. Our plan is to give this a fresh thorough look. We believe this is in everyone's best interest. Less time would require a different strategy (e.g., 18 months from today would be an extremely tight SSA timeline, in 12 months we won't be able to do an SSA at all and might be so focused as to only respond to the judge's points).

Thanks,
Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Wed, Jul 27, 2016 at 2:39 PM, Gilbert, Parks <parks_gilbert@fws.gov> wrote:

I don't question the need for 24 months and I want you to be successful in getting a timeline that is workable. My view is that if you ask for 24 months, you really need to justify it (and same with 18). Remember DOJ already talked to the plaintiffs briefly and asked for 12 months and mentioned a timeline that could be provided, which plaintiffs seemed interested in seeing. Plaintiffs also probably think they have won and are in a strong position and they also (I think) are proceeding from the assumption that the 12 months started at the date of the court's decision. If you ask DOJ to ask for 24 months, I think it makes sense to give them some fallback negotiation positions to offer (e.g., 18 months from the time of the settlement, 18 months from the court's order, 12 months from the time of the settlement, etc., all justified with timelines/10,000 ft level plans and information as to why you really need time - the talking points drafts I've seen have the justification but not the timeline/plan).

Parks

Parks Gilbert
ESA Litigation Specialist

U.S. Fish and Wildlife Service
MS:ES
5275 Leesburg Pike
Falls Church, VA 22041
703/358-1758
parks_gilbert@fws.gov

On Wed, Jul 27, 2016 at 3:52 PM, Willey, Seth <seth_willey@fws.gov> wrote:

The discussions I've had with Marj centered around whether we should really be asking for 24 months. This is certainly complicated enough where this timeframe is faster than other comparably complex species (for example, whitebark pine [admittedly on the longer end of our range] currently estimates 30 months to proposed decision point). Jodi certainly indicated 24 months would be preferable. That said, I've adjusted the workplan to say 18 months in light of the current talking points.

Should we have a discussion on 18 vs. 24 months?

Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Wed, Jul 27, 2016 at 1:42 PM, Backsen, Sarah <sarah_backsen@fws.gov> wrote:

Yes, that was my understanding (asking for at least 18 months, recognizing we may not get it). We realized we didn't want the workplan going out to the public saying we were already planning on FY17 when we are really trying to get FY18.

Sarah Backsen (Fierce)
Listing Biologist
U.S. Fish and Wildlife Service, Region 6
134 Union Blvd., Lakewood, CO 80228
303-236-4388
sarah_backsen@fws.gov
****Please note the name change and new email address!****

On Wed, Jul 27, 2016 at 1:23 PM, Willey, Seth <seth_willey@fws.gov> wrote:

Is this where we landed? Asking for 18 months? I need to make changes to the national workplan?

Seth

Seth L. Willey

Branch Chief for Classification and Recovery

Mountain-Prairie Region, USFWS

Seth_Willey@fws.gov

303-236-4257

On Thu, Jul 21, 2016 at 12:00 PM, Jacobsen, Dana <dana.jacobsen@sol.doi.gov> wrote:

Hi all,

Please see attached. I tried to edit the document to address the incoming comments. Park's recommendation about a time line is a good one, based on the steps identified in the talking points. Note that these talking points might ultimately serve as the foundation for a declaration should end up having to do one in the future.

Dana J.

--

Dana Jacobsen

Assistant Regional Solicitor

Rocky Mountain Regional Office

Office of the Solicitor

755 Parfet, Suite 151

Lakewood, CO 80215

(303) 445-0639*****NOTE THIS IS A NEW PHONE NUMBER

PROJECT PLAN FOR THE WOLVERINE LISTING DETERMINATION

U.S. Fish and Wildlife Service Mountain-Prairie Region



INTRODUCTION

The wolverine has a Holarctic (habitats found in the northern continents) distribution including northern portions of Europe, Asia, and North America. The wolverines in the contiguous United States are a part of the New World subspecies, *G. g. luscus*: the North American wolverine (Kurten and Rausch 1959 p. 19; Pasitschniak-Arts and Lariviere 1995, p. 1). The wolverine is the largest terrestrial member of the family Mustelidae. Adult males weigh 12 to 18 kilograms (kg) (26 to 40 pounds (lb)), and adult females weigh 8 to 12 kg (17 to 26 lb) (Banci 1994, p. 99). The wolverine resembles a small bear with a bushy tail. It has a broad, rounded head; short, rounded ears; and small eyes. Each foot has five toes with sharp, curved claws used for digging and climbing (Banci 1994, p. 99).

In North America, wolverines occur within a wide variety of alpine, boreal, and arctic habitats, including boreal forests, tundra, and western mountains throughout Alaska and Canada. The southern portion of the species' range extends into the contiguous United States, including high-elevation alpine portions of Washington, Idaho, Montana, Wyoming, California, and Colorado (Wilson 1982, p. 644; Hash 1987, p. 576; Banci 1994, p. 102, Pasitschniak-Arts and Lariviere 1995, p. 499; Aubry *et al.* 2007, p. 2152; Moriarty *et al.* 2009, entire; Inman *et al.* 2009, pp. 22-25). Wolverines do not appear to specialize on specific vegetation or geological habitat aspects, but instead select areas that are cold and receive enough winter precipitation to reliably maintain deep persistent snow late into the warm

We withdrew the proposed rule to list the distinct population segment of the North American wolverine (*Gulo gulo luscus*) occurring in the contiguous United States as a threatened species under the Act on August 13, 2014 (79 FR 47522). The withdrawal was based on our conclusion that the factors affecting the DPS as identified in the proposed rule are not as significant as believed at the time of the proposed rule's publication (February 4, 2013). We base this conclusion on our analysis of current and future threat factors. Therefore, we withdrew our proposal to list the wolverine within the contiguous U.S. as a threatened species. As a result, we also withdrew our associated proposed rule under section 4(d) of the Act contained in the proposed listing rule and withdrew the proposed nonessential experimental population designation under section 10(j) of the Act for the southern Rocky Mountains, which published in a separate document on February 4, 2013.

Our withdrawal of the proposed rule to list the wolverine was quickly litigated, resulting in a ruling on April 4, 2016, vacating our withdrawal of the proposed rule to list a DPS of the North American wolverine as threatened under the Act. The judge ruled against the Service for failing to adequately consider climate change and small population size in determining to withdraw. Since the withdrawal is vacated, the wolverine is now again in proposed for listing status. We must publish a **proposed/final** determination on listing the wolverine DPS by **DATE?**.

PROJECT GOAL

To analyze the vacated withdrawal rule and any relevant new information or analysis to determine if the wolverine should be listed as threatened or endangered. Either surgically update a proposed rule to list, or update the withdrawal, to address the judge's ruling; or carry out a thorough SSA analysis on wolverine to inform a revised **proposed rule/final rule/withdrawal**.

PURPOSE OF THE PROJECT PLAN

The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register listing documents, roles and responsibilities of participants, and a schedule. This will give the participants a common understanding of their role, expectations, and standard operating procedures in achieving the overall project goal. It also allows managers to understand the project schedule and agree to these expectations.

PROJECT SUMMARY

Project Schedule

The chart below shows the general time allotment for major milestones of this project which we expect to take 24 months depending on agreement with plaintiffs. This is the minimum amount of time necessary for us to complete a thorough Species Status Assessment (SSA) for wolverine, hold expert elicitation meetings and information sessions as necessary, fully consider a new snow persistence climate study being conducted in coordination with NOAA, and seek peer and partner review on our SSA report and the science behind it.

PROJECT TEAMS

The development of the analysis to support a listing decision will be conducted by a core team of Service biologists from Region 6 , Region 1, and Region 8 (see “Roles and Responsibilities” section below. A management team will provide management oversight and leadership direction. We will also engage additional subject matter experts and stakeholders as appropriate.

Table 1: CORE TEAM MEMBERS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Justin Shoemaker	ULT Project Manager	R6 RO	309-757-5800 x214
	Assist ULT Member	R1 RO, R8 RO	
	FO Core Team Leader	MTFO	
	Lead FO Management	MTFO	
	Assist FO Core Team Member	TBD	
	Assist FO Management	TBD	
	RSOL—Legal Advice	R6 RSOL	

Table 2: OTHER PARTICIPANTS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Serena Baker	Lead RO Public Affairs; Outreach	R6 RO External Affairs	
	SSA FIT Member?		
	Science support?		
	GIS?		

Table 3: RECOMMENDATION TEAM MEMBERS

NAME	OFFICE/POSITION	CONTACT INFORMATION
Core Team Members	see Table 1 above	
Jodi Bush	Lead FO Field Supervisor	406-449-5225 x205
?	Assist FO Field Supervisor	
Seth Willey	ULT Region 6 Liason	303-236-4257
Marj Nelson	Chief R6 Division of Ecological Services	303-236-4258
Michael Thabault	R6 ARD, Ecological Services	303-236-4210
Matt Hogan	Deputy Regional Director	
Noreen Walsh	Regional Director R6	
Kit Hershey	Chief, Branch of Listing and Critical Habitat	503-231-6869
Rollie White	R1 ARD, Ecological Services	
Terry Rabot	Deputy Regional Director R1	
Robyn Thorson	Regional Director R1	
	R8 ARD, Ecological Services	
	Deputy Regional Director R8	
	Regional Director R8	

Table 4: FEDERAL REGISTER SURNAME LIST

NAME	OFFICE
ULT Project Manager (Shoemaker)	R6
ULT Region 6 Liason (Willey) or ES Chief (Nelson)	R6
R6 ARD (Thabault) or Deputy ARD (Alt)	R6
R6 RD (Walsh) or Deputy RD (Hogan)	R6
R6 RSOL	RSOL
AES, DIR, and other DOI surnames as processed by ULT Project Manager	

Analysis Phase

The purpose of the Analysis Phase is to conduct an objective scientific assessment of the best available biological information about the wolverine and its habitat. The analysis will include the necessary biological and ecological background information on the wolverine, explanation of the species' needs, analysis of current and potential future conditions (factors), explanation of the stressors that may be negatively impacting the species or its habitat, and (where applicable) conditions that may be providing a benefit to the species or its habitat that may offset any negative impacts. It brings to light all the pertinent biological information and conditions (beneficial aspects and potential stressors (not the kitchen sink)) of the species and its habitat, highlighting current and future risks faced by the species.

The first thing that needs to be done is to publish a notice in the Federal Register that will announce to the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine. This notice will also seek public comment on the 10(j) and 4(d) rules that accompanied the original listing proposal.

We are also coordinating with NOAA to complete modeling of snow persistence in wolverine habitat. The goal is to perform a fine scale assessment of the persistence of snow in wolverine habitat into the future (mid-century +/-) which includes consideration of slope, aspect etc. over two specific areas of suitable wolverine habitat. Results can directly compared to the McKelvy et al 2011 paper and results. The McKelvy model was a "flat" model that did not take into consideration slope, aspect and was also conducted at a scale orders of magnitude higher than the new modeling effort. This new study will provide further clarification necessary to inform our listing decision.

The FO Core Team Lead compiles all species information, conducts necessary analyses with Core Team input, and summarizes the results of the analyses, which will subsequently be reviewed by their manager and then the Core Team. In general throughout this process, other Core Team members will provide assistance during the assessment (e.g., participating on monthly Core Team calls, conducting and addressing issue-specific needs, helping with some portions of the analysis based on geographic or other topical expertise).

The Core Team will review products of the analysis and determine when it is ready to move to the Decision Phase. Each Core Team member is responsible for working with managers in their offices to ensure that everyone is comfortable with the analysis and the decision to move to the next phase.

The Core Team will review the draft listing rule to: (1) Evaluate for completeness of information and analyses, (2) determine if the information presented is relevant to or necessary for the decision(s) to be made, (3) determine if the methodology and analyses discussion is clear and logically presented; and (4) determine if the biological conclusions are sound and based on the information and analyses presented. This process allows for informal review, technical assistance, and policy advice during development and drafting of the rule.

Decision Phase

In the Decision Phase, various recommendations for the Director are developed by the Recommendation Team (see Table 3 above) based on the information presented in the analysis. This Recommendation Team meeting is intended to be an open discussion by all participants of the biological information and how it may apply to the regulatory framework of the Act.

In advance of the meeting, the Recommendation Team members review the analysis products and any other relevant information suggested by the Core Team. At the meeting, the FO Core Team Lead (with Core Team assistance as needed) presents a brief overview of the information, typically through use of a Powerpoint presentation. The discussion and the rationales for the listing recommendation will be recorded by a notetaker. There does not need to be consensus among Recommendation Team members for a listing recommendation to be made, in fact, independent concerns and conclusions are welcome.

Rationales for listing/not listing, and if applicable threatened or endangered status, will be requested from members and recorded. Near the end of the Recommendation Team meeting, a clear outline and rationale(s) for the recommendations are typically stated by the ranking Recommendation Team member for the notes to ensure easy transfer to the FR document. If “clear-cut” decisions *are not evident* by the ranking Recommendation Team member (typically the ARD/DARD, or possibly the RD/DRD if available to attend), the ranking member will conduct additional discussions with the RD as soon as possible to receive input and a decision(s) for the path forward. The decision for the path forward would subsequently be conveyed to the Recommendation Team members by the ARD, DARD, or a designee.

If it is determined that the species is warranted for listing as threatened or endangered, a *Critical Habitat Project Plan* would immediately be developed and added to this project plan by the ULT Project manager for determining critical habitat for the species. Any critical habitat proposal is expected to be developed concurrently with the proposed listing rule.

Federal Register Document Phase

The FO Core Team Leader and ULT Project Manager will draft the FR document based on the analysis and the Recommendation Team meeting. Once drafted, the FR document (as well as an

associated Information Memorandum) will be reviewed by the FO and RO Regional Liason, and subsequently reviewed and surnamed by those individuals identified in Table 4. The ULT Project Manager will also coordinate PPM review concurrent with RD surname review, and then process through HQ for final surnames and publication.

ROLES AND RESPONSIBILITIES

The purpose of this section is to identify specific roles and responsibilities for each organizational level of the Core Team to ensure that expectations are clear.

The ULT Project Manager is responsible for much of the work of the schedule, Project Plan, FR document, scheduling/coordinating meetings or Core Team calls, coordinating Phase 3 activities with other Core Team members, and assisting the FO(s) as needed. The FO Core Team Lead is responsible for much of the work on the analyses and drafting the FR document, and the Decision Phase Powerpoint Presentation development and delivery. Other Core Team members are expected to participate and assist throughout the process on an as needed basis, as well as participate on all Core Team calls, review and provide input on the various work products leading up to and including the FR listing document according to the schedule associated with this Project Plan. It is the responsibility of the Core Team to develop an efficient plan for sharing information and conducting reviews. It is critical that all Core Team members coordinate and communicate with their management (brief up) regarding the expectations outlined in this Project Plan, thus ensuring that this process operates effectively and efficiently.

Lead FO (MTFO)

- FO Core Team Leader and FO managers work with the ULT Project Manager to develop the Project Plan and associated schedule, and update as necessary.
- FO Core Team Leader and managers review the Project Plan and schedule, and understand time commitments. MTFWO identifies whether the level of commitment can be met (given an FO staff's potential other assignments), or whether other internal/FO workload considerations should be adjusted based on the level of complexity of package.
- FO Core Team Leader and other FO Core Team members brief up to FO Project Leader, advising them of the package direction, and coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal or formal meeting.
- The FO Core Team Lead serves as species expert, gathering the best available scientific and commercial information and is responsible for the scientific analysis, summarizing the analysis and biology in the assessment, and presenting at the Recommendation Team meeting. The FO Core Team Lead drafts and completes the assessment report with input and reviews provided by Core Team Members. Lead FO managers provide internal oversight for FO Core Team Lead and ensure quality of work products (i.e., concise, clear articulation of the scientific analysis and biological story conveyed in the assessment).
- The FO Core Team Lead and the Lead FO manager participate on Core Team conference calls and meetings associated with the various phases of the project.
- The FO Core Team Lead coordinates the review of the best available science (e.g., literature), as well as any information received by Federal agencies, States, Tribes, or other partners.
- If applicable, the Lead FO works with the ULT Project Manager on development of any tribal correspondence and coordination letters.
- The Lead FO serves as primary contact for stakeholders and public. Ensures all partners and major stakeholders have been contacted throughout the process, as needed and that actual notification under the Act of State and County representatives has been completed. This may require coordination with the Assist FO to ensure partners are kept apprised of decisions that may affect them.
- The Lead FO collaborates w/ ULT Project Manager and RO External Affairs lead to ensure an outreach plan is drafted at the time the FR document is ready for ARD/RD review.
- The Lead FO drafts and publishes any Legal Notices required, as well as all other External Affairs responsibilities related to a FR publication.

- Lead FO participants identified in Tables 1 and 3 participate in the Recommendation Team meeting, as well as any other management or other Recommendation Team member meetings that may be needed.
- With ULT Project Manager and Core Team assistance as needed, prepares a PowerPoint presentation for the Recommendation Team meeting. FO Core Team lead presents a summary of the biology, analyses, and both the current and projected future condition of the species to the Recommendation Team.
- The FO Core Team Lead assists the ULT Project Manager in the development of the draft FR document (as needed), and helps develop the associated Information Memorandum for the Director/Secretary. With Lead FO management input or review, the FO Core Team Lead also develops any additional briefing papers that may be needed for additional RO or HQ-level meetings.
- The FO Core Team Lead solicits information for and maintains the decisional record.
- Coordinates with the ULT Project Manager and other Core Team members as issues arise. Notifies the ULT Project Manager immediately if issues are not being addressed or assistance is needed and briefs Lead FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, avoid including RSOL on Core Team/mass emails related to this package. Coordinate directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). Cooperatively with ULT Project Manager, ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- FO Core Team Lead conducts note-taking of Core Team meeting/conference calls (main ideas/issues) for the decisional record, requesting assistance from the Assist FO Core Team Member if help is needed. These notes will serve as a record of the main points discussed and should be made available to Core Team members within a day of each call/meeting.

Assist FO

- The Assist FO Core Team Member and managers review the Project Plan and schedule, and understand time commitments. Staff and managers should identify whether the level of commitment can be met (given the Assist FO Core Team Member's potential other assignments), or whether other internal/Assist FO workload considerations should be adjusted to ensure Core Team expectations (e.g., deliverables) are met.
- Assist FO Core Team Member and/or Assist FO Manager briefs up to the Assist FO Project Leader, advising them of the package direction, coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal meeting or formal Recommendation Team meeting.

- The Assist FO Core Team Member and Assist FO Manager participate on Core Team conference calls and meetings associated with the various phases of the Project Plan.
- The Assist FO Core Team Member helps the FO Core Team Lead complete the scientific analysis and applicable portions of the assessment report, providing input and reviews as a Core Team Member.
- As needed, the Assist FO helps the ULT Project Manager and FO Core Team Lead develop and disseminate any correspondence with partners or interested parties within their portion of the species' range.
- The Assist FO serves as primary contact for stakeholders and public within their range of the wolverine. Through coordination with the FO Core Team Lead, ensures all partners or major stakeholders in the Assist FO's jurisdiction have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. Ensures partners are kept apprised of decisions that may affect them. This may require multiple discussions with partners as warranted (given the FO Core Team Lead does not regularly or typically coordinate with these partners).
- The Assist FO coordinates with the Lead FO to determine and process outreach needs related to the wolverine. The Assist FO also ensures that the FO's outreach needs are included in a draft outreach plan developed by Lead FO and provided to the ULT Project Manager at the time the FR document is ready for ARD/RD surname review.
- Participates in Recommendation Team Meeting, as well as any other management or Recommendation Team meetings that may be needed.
- If needed, help the FO Core Team Lead prepare a PowerPoint presentation for the Recommendation Team meeting.
- If needed, assists the ULT Project Manager and FO Core Team Lead in development and review of the FR document and associated Information Memorandum. If needed, helps the FO Core Team Lead develop any additional briefing papers that may be needed for additional management or Recommendation Team meetings.
- Coordinates with Assist FO Manager, ULT Project Manager, and other Core Team members as issues arise. Notify the ULT Project Manager immediately if issues are not being addressed or assistance is needed and brief FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, avoid including RSOL on Core Team/mass emails related to this package. Coordinate directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). Cooperatively with ULT Project

Manager and Lead FO, ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.

- If needed, assist FO Core Team Lead as note taker of Core Team meeting/conference calls (main ideas/issues) for the decisional record. These notes will serve as a record of the main points discussed and notification to Core Team members not available to participate on meetings/calls.
- Assist with preparation of outreach materials as necessary.
- Provide the FO Core Team Lead with decisional record files.

Lead RO (ULT Project Manager, ULT Region 6 Liason, Other Region 6 Managers)

- ULT Project Manager serves as coordinator and facilitator of all aspects of the listing evaluation process, including Core Team meetings/conference calls.
- ULT Project Manager, ULT Region 8 Liason, and other Lead RO managers provide guidance on policy, regulations, technical guidance, and assistance on any other significant issues to FO Core Team Lead and FO Core Team Assist offices, as needed.
- ULT Project Manager develops Regulatory Information Data Form (RID) and Regulatory Action Alert (RAA) forms.
- ULT Project Manager drafts Project Plan and associated schedule, and works with other Core Team members and managers to develop and finalize the Project Plan and schedule.
- ULT Project Manager provides email notification to all Core Team members and meeting participants regarding action items following Core Team conference calls/meetings.
- ULT Project Manager ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner. Serves as primary contact/coordinator with RSOL, including meeting invitations and document reviews, to help ensure that privileged records are not mixed with non-privileged records.
- ULT Project Manager participates in the development of the assessment in coordination with the Core Team.
- ULT Project Manager reviews the scientific analysis documents, the assessment, and other documents as applicable, and ensures information is developed such that it clearly presents and discusses all important issues, incorporates a logic chain for conclusions, and can be easily incorporated into pertinent sections of the FR document.
- ULT Project Manager Serves as the Core Team's copyeditor for the assessment once the Lead FO Manager determines the assessment is ready for Core Team review.

- ULT Project Manager coordinates early and often with Core Team members as issues arise. Notifies Core Team members immediately if issues are not being addressed or assistance is needed, and briefs the ULT Region 6 Liason and other RO management as necessary.
- ULT Project Manager develops agendas for Core Team calls, the Recommendation Team meeting, and other meetings as applicable, coordinating with Core Team Members and managers as needed.
- If desired by the Lead FO, the ULT Project Manager assists in developing a PowerPoint presentation for briefing the Recommendation Team meeting (including associated tools that may be needed for the meeting). The ULT Project Manager reviews draft powerpoint in preparation for the Recommendation Team meeting.
- Participates in Recommendation Team meeting. The ULT Project manager with ULT Region 6 Liason assistance will find a facilitator and notetaker for this meeting, the latter of which will document the discussion and the rationale for the recommendations.
- ULT Project Manager processes the review and surnaming of the FR document and associated files (e.g., Information Memorandum).
- ULT Project Manager ensures necessary RSOL review and surnames are obtained for FR document prior to transmittal to HQ.
- ULT Project Manager ensures review of the FR document by HQ's Division of Policy, Performance, and Management Program (PPM).
- ULT Project Manager coordinates with RO External Affairs staff on package development (i.e., includes FO External Affairs contact is included in FR document transmittals so they have the most recent version for creating outreach documents).
- ULT Project Manager assists HQ with any substantive edits that may be needed in the FR document after formal transmittal to HQ.
- ULT Project Manager ensures all supportive information for the FR document (e.g., SSA, References Cited) are finalized and provided to HQ for eventual posting on the Internet at <http://www.regulations.gov>.
- ULT Project Manager and all other RO-level participants provide decisional record files to the Lead FO according to the decisional record milestones identified in the schedule.

Assist RO (R1 and R8)

- Assist ULT Member from R1/R8 RO will participate on Core Team assessment analysis, meetings, and monthly calls, and relay information to R1/R8 RO management as necessary throughout the project.

- Assist ULT Member reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers as appropriate.
- Assist ULT Member will be responsible for coordination with other relevant Service programs within R1/R8.
- Assist ULT member will review and provide comment on the assessment products as needed and coordinate R1 review and concurrence of the FR document.
- R1 management and ULT member will participate in the Recommendation Team Meeting and provide R1/R8 recommendation and feedback.
- Assist ULT Member is responsible for coordinating discussions between R6 and R1/R8 if there are differences of opinion and concerns from R1/R8. Necessary discussions should be scheduled in a timely fashion as to not greatly slow down the project. Every effort should be given to raise issues as they arise and avoid big issues at the last minute.

RSOL

- RSOL Office Lead participates on Core Team kick off call and other Core Team monthly calls as needed, providing legal guidance and risk analysis as necessary throughout listing evaluation process.
- Reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers as appropriate.
- Provides critical review and legal advice on the information provided in the scientific analysis, report, and associated documents.
- Participates in Recommendation Team Meeting, providing feedback on potential concerns and legal advice.
- Provides review and RSOL surname of streamlined FR document.

CONTROL AND REPORTING

Reporting Procedures and Issue/Problem Management. For biological or analytical related issues or concerns related to the analysis developed for the SSA, contact the FO Core Team Lead. For all other potential issues or concerns related to development of the FR document, scheduling concerns, or any other project-related issue addressed in this Project Plan, contact the ULT Project Manager.

Depending on the issue/concern, the FO Core Team Lead and ULT Project Manager will confer and either: (1) Discuss and address the issue during the next regularly scheduled Core Team call/meeting, (2) discuss and address the issue via an impromptu Core Team call/meeting, or (3) brief FO management, the ULT Region 6 Liason, and other RO management by holding an impromptu call/meeting with the Core Team, FO management, and RO management to discuss and address the issue.

Project Monitoring. Barring unforeseen circumstances, the Core Team anticipates that the schedule with associated deliverables and milestones will be met. If there is a hint that some aspect of the schedule will be impacted (e.g., a reviewer will be unable to conduct their scheduled review by the designated date, a document will not be available by a designated date), that individual is to immediately contact the ULT Project Manager who will then promptly coordinate with the appropriate individual(s) so members can plan accordingly. In the event that some aspect of the schedule needs to be modified, the ULT Project Manager will coordinate with the Core Team and ultimately be responsible for providing an amicable alternative that would provide no impact or the least impact possible (which will take into account potential impacts to other deliverables and milestones). In such circumstances, the schedule could be updated; thus, the schedule is treated as a living document throughout the process.

Document Reviews. The Core Team is expected to conduct concurrent information/document reviews. All document reviews are expected to be completed by close of business on the designated due date as outlined in the associated schedule, with edits/comments provided electronically (i.e., edits and comments embedded through track changes tool in the MS Word document that is provided for review. All controversial comments will be addressed to the Core Team for potential issue resolution during the next conference call/meeting, or impromptu call/meeting as needed. Any comment/issue that is not resolved by the Core Team may be elevated as outlined in Section 7.1. Miscellaneous additional specifics regarding document reviews include the following:

All Core Team members are responsible for notifying their internal management (as applicable) in advance regarding the schedule for review of the various documents and participation on conference calls/meetings associated with those documents or various issues.

Managers at the various levels (FO, RO, HQ) may request to review a document or portion thereof at any point/stage in the process. If this occurs, the Core Team member at that level is responsible for coordinating that review, collating those comments with their own in electronic format (i.e., using track changes function of MS Word), and providing that information to the author in a timely manner so as not to impact the schedule. Additionally, the Recommendation Team is expected to conduct concurrent reviews of the briefing materials provided prior to the Recommendation Team Meeting, along with any associated documents in preparation for the meeting.

**DETAILED SCHEDULE - TO BE FILLED OUT ONCE A TIMELINE IS AGREED UPON,
 TEMPLATE BELOW IS FOR PROJECT WITH AN SSA**

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Wolverine Listing Evaluation	730 days	DATE	DATE		
Phase 1 - Project Planning	XX days				Overlaps with start of Phase 2
Develop draft Project Plan & schedule	XX days			ULTProjMgr	
Core Team reviews draft Project Plan & schedule	XX days			Core Team,Mgrs	
Kickoff call	1 day			All	
Revise draft Project Plan & schedule based on Core Team review	3 days			ULTProjMgr	Concurrent w/ start of Phase 2
Project Plan & schedule sent to HQ	1 day			ULTProjMgr	
Phase 2 - SSA	XXX days				
Core Team decides on SSA structure & SSA analysis tools for Species Needs, Current Condition, & Future Condition	XX days			LeadFO, Core Team	
SSA Report Outline Due to Core Team	1 day			LeadFO	
Core Team reviews SSA Report outline/structure	4 days			Core Team	
Draft portions of SSA report (Biology, Life History, Methodology, Intros to Species Needs, etc.)				LeadFO, Core Team assist	
Species Needs - Individual Level				LeadFO,Core Team assist	
Species Needs - Population Level				LeadFO,Core Team assist	
Species Needs - Species Level				LeadFO,Core Team assist	
Species Needs - Complete analysis tables (indiv, pop, and species levels)				AssistFO, LeadFO	
Analysis--Current Condition				AssistFO, LeadFO, Core Team	
Analysis--Future Condition & Status				LeadFO, AssistFO, Core Team	
Continue drafting SSA Report				LeadFO	
LeadFO Mgr review & Lead FO editing of SSA Report				LeadFO	
Core Team 1st review of SSA Report	10 days			Core Team	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Revise SSA Report	10 days			AssistFO, LeadFO	
Core Team 2nd review of draft SSA Report	4 days			Core Team	
Edits to draft SSA Report based on Core Team's 2nd review	9 days			AssistFO, LeadFO	
Draft SSA Report sent to peer reviewers & partners	1 day			LeadFO	
Concurrent peer & partner reviews of draft SSA Report	20 days			Peer Reviewers, Partners	
Concurrent with above, address minor additional edits & proofreading to draft SSA Report not yet addressed in version submitted for peer & partners reviews	20 days			LeadFO	
Consideration of peer & partner reviews of draft SSA Report; edit SSA Report accordingly	8 days			LeadFO, AssistFO	
SSA Report sent to Recommendation Team for review	10 days			ULTProjMgr	
Prepare PowerPoint presentation	10 days			LeadFO	Include dry-run around day 6
Phase 3 - Recommendation Team Meeting	XX days				LITTLE TO NO FLEXIBILITY IN SCHEDULE BELOW THIS ROW
Recommendation Team Meeting				RecTeam	Occurs one of these 4 days
Edits to SSA Report based on input from Recommendation Team meeting & comments from peer reviewers/partners				LeadFO	
Core Team expedited review of changes to SSA Report				Core Team	Review is of Track Changes only following any input received during RecommendationTeam Meeting.
Finalize SSA Report				LeadFO	
Final SSA Report due to ULTProjMgr to start FR document development				LeadFO	
Phase 4 - Streamlined FR Document	XX days				
Draft FR document	5 days			ULTProjMgr	
FOs & ULTRegLiason reviews	7 days			LeadFO, AssistFO, ULTRegLiason	
Edit FR document	5 days			ULTProjMgr	
Assist Regions and RSOL prelim review of FR document	10 days			RSOL, R1, R8 FO/RO	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Edit FR document	4 days			ULTProjMgr	
Draft Communications Strategy due to ULTProjMgr	1 day			LeadFO	
PPM/RD Review/R1 Concurrence review	10 days			PPM,RD, Assist FO/RO	
RSOL formal surname (review & editing)	5 days			RSOL, ULTProjMgr	
AES Review	5 days			ULTProjMgr	
Director Review	5 days			ULTProjMgr	
FWP Review	10 days			ULTProjMgr	
Exec Sec Review	2 days			ULTProjMgr	+ 30 days before required submittal to FR
Supporting documentation for posting at regulations.gov provided to PPM		TBD	TBD	ULTProjMgr	
Package Sent to FR	0 days	9/30/17	9/30/17	ULTProjMgr	

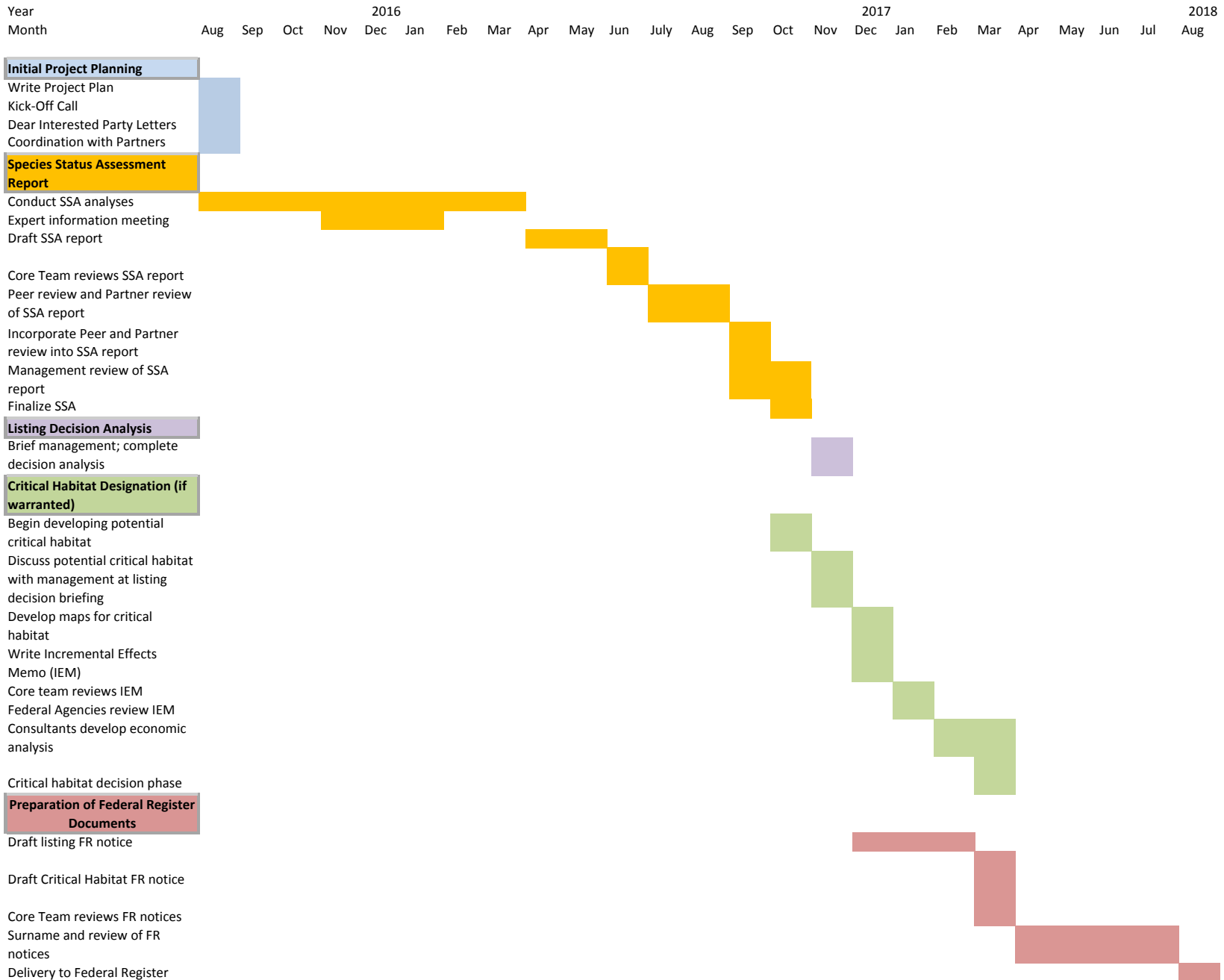
Timeline Disclaimer

Our intent is to move forward incrementally with the work associated with this planning effort by assigning work at each biweekly call. Our ability to accomplish tasks will be influenced by other office priorities. Dates in the above table are tentative and subject to change. This is a living working document that will be updated as the process continues.

STANDARD OPERATING PROCEDURES (SOP)

- We will conduct biweekly phone calls with the Core Team.. On each call tasks will be assigned that need to be completed by the next biweekly call.
 - We will share documents on our sharepoint site or google drive and collaborate using these documents.
 - All files will be named according to an agreed upon filing convention.
 - Documents will follow Federal Register citations (including page numbers) and formatting, except assessment or SSA documents will be single spaced.
 - Emails relating to the project will include “Wolverine” at the beginning of the subject line.

24 month schedule



Wolverine Listing Determination

24 Month Schedule

I. Initial Project Planning: Aug 2016

- a. Write project plan
- b. Kick-off Call with FWS team
- c. Draft and send out dear interested party letters
- d. Initial coordination with Partners

II. Species Status Assessment Report: Aug 2016 – Oct 2017

- a. Conduct SSA analysis: Aug 2016 – Mar 2017
- b. Plan and host expert information meeting: Nov 2016 – Jan 2017
- c. Draft SSA report: Apr – May 2017
- d. Core Team reviews SSA report: Jun 2017
- e. Peer and Partner review of SSA report: Jul – Aug 2017
- f. Incorporate Peer and Partner review into SSA report: Sep 2017
- g. Management review of SSA report: Sep – Oct 2017
- h. Finalize SSA report: Oct 2017

III. Listing Decision Analysis: Nov 2017

- a. Brief management and complete listing decision analysis: Nov 2017

IV. Critical Habitat Designation (if warranted for listing): Oct 2017 – Mar 2018

- a. Begin developing potential critical habitat: Oct 2017
- b. Discuss potential critical habitat with management at listing decision briefing: Nov 2017
- c. Develop maps for critical habitat: Dec 2017
- d. Write Incremental Effects Memo (IEM): Dec 2017
- e. Core team reviews IEM: Dec 2017

f. Federal Agencies review IEM: Jan 2018

g. Consultants develop economic analysis: Feb – Mar 2018

h. Critical habitat decision phase: Mar 2018

V. Preparation of Federal Register Documents

a. Draft Listing FR notice: Dec 2017 – Feb 2018

b. Draft Critical Habitat FR notice: Mar 2018

c. Core Team reviews FR notices: Mar 2018

d. Surname and review of FR notices: Apr – Jul 2018

e. Delivery to Federal Register: Aug 2018

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Subject: Re: wolverine project plan progress
Date: Thursday, October 6, 2016 9:35:33 AM

Thanks for the update. I understand we have multiple timelines for the plan. I wanted to let you know that, if necessary, I am very comfortable preparing the FR document (without an SSA) with a Core Team as we (with me as primary author) recently completed the coastal California gnatcatcher 12-month finding without an SSA. This was, as you can imagine, quite complex given the petition assertions related to taxonomic/genetic issues.
Betty

On Thu, Oct 6, 2016 at 8:25 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Betty,

I just wanted to let you know where I'm at with the project plan. I've been asked to put together revised plans w/ various timelines 12, 18, 24 mo. Obviously the more time we have, the more robust SSA we can do to inform our decision. We'll be discussing options w/ SOL and R6 leadership. I'm also working to eventually include some of your suggestions, but keeping some of the elements I think are important to ULT and leadership. So stay tuned for a revised version sometime soon I hope.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Friday, October 7, 2016 12:56:02 PM

I can be in the office by 7:00 am Pacific Time...just let me know.

On Fri, Oct 7, 2016 at 11:49 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Looks like the times I proposed aren't going to work.

How about 10/13 at 8:00 am Mountain? Or a few minutes after if folks are just getting in at that time. It appears from peoples calendars that this might work.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

On Wed, Oct 5, 2016 at 11:31 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

From: [Willey, Seth](#)
To: [Shoemaker, Justin](#)
Cc: [Marjorie Nelson](#); [Betty Grizzle](#); [Jodi Bush](#); [Dana Jacobsen](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Friday, October 7, 2016 2:27:59 PM

I can do 8ish - though a few minutes after would be better for me :]

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Fri, Oct 7, 2016 at 12:49 PM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

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1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

From: [Jodi Bush](#)
To: [Jacobsen, Dana](#)
Cc: [Shoemaker, Justin](#); [Seth Willey](#); [Marjorie Nelson](#); [Betty Grizzle](#)
Subject: Re: Wolverine pre-kickoff call timeline/strategy discussion
Date: Monday, October 10, 2016 12:16:52 PM

Ok

Sent from my iPhone

On Oct 7, 2016, at 4:51 PM, Jacobsen, Dana <dana.jacobsen@sol.doi.gov> wrote:

Works for me.

On Fri, Oct 7, 2016 at 12:49 PM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Looks like the times I proposed aren't going to work.

How about 10/13 at 8:00 am Mountain? Or a few minutes after if folks are just getting in at that time. It appears from peoples calendars that this might work.

Justin Shoemaker
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On Wed, Oct 5, 2016 at 11:31 AM, Shoemaker, Justin
<justin_shoemaker@fws.gov> wrote:

Looks like the following might be times that this group is available for a call in advance of the kickoff:

Oct 11 - 3:00 or 4:00 Mountain

Oct 12 - 9:00, 10:00, 12:00, 3:00, or 4:00

Please let me know what doesn't work and I'll get an invite sent out.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

--

Dana Jacobsen
Assistant Regional Solicitor
Rocky Mountain Regional Office
Office of the Solicitor
755 Parfet, Suite 151
Lakewood, CO 80215
(303) 445-0639*****NOTE THIS IS A NEW PHONE NUMBER

From: [Devolder, Andy](#)
To: [Jodi Bush](#); [Seth Willey](#); [Dana Jacobsen](#); [Michael Thabault](#); [Parks Gilbert](#); [Justin Shoemaker](#); [Caitlin Snyder](#); [Sarah Quamme](#)
Subject: DELIVERY NOTIFICATION: Wolverine notice
Date: Tuesday, October 11, 2016 12:47:10 PM

The wolverine notice was delivered to the OFR this afternoon. I'll let you all know when the document is scheduled for publication. We requested publication days of Tuesday, Wednesday, or Thursday, but no specific calendar date.

--

Andy DeVolder
U.S. FISH & WILDLIFE SERVICE HEADQUARTERS
Unified Listing Team
Ecological Services
MS: ES
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803
703-358-1971
703-358-1800 (fax)

From: [Shoemaker, Justin](#)
To: [Betty Grizzle](#); [Serena Baker](#)
Subject: Fwd: DELIVERY NOTIFICATION: Wolverine notice
Date: Tuesday, October 11, 2016 12:48:08 PM

FYI

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

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

From: **Devolder, Andy** <andy_devolder@fws.gov>
Date: Tue, Oct 11, 2016 at 1:46 PM
Subject: DELIVERY NOTIFICATION: Wolverine notice
To: Jodi Bush <jodi_bush@fws.gov>, Seth Willey <seth_willey@fws.gov>, Dana Jacobsen <dana.jacobsen@sol.doi.gov>, Michael Thabault <Michael_Thabault@fws.gov>, Parks Gilbert <parks_gilbert@fws.gov>, Justin Shoemaker <justin_shoemaker@fws.gov>, Caitlin Snyder <Caitlin_Snyder@fws.gov>, Sarah Quamme <Sarah_Quamme@fws.gov>

The wolverine notice was delivered to the OFR this afternoon. I'll let you all know when the document is scheduled for publication. We requested publication days of Tuesday, Wednesday, or Thursday, but no specific calendar date.

--

Andy DeVolder
U.S. FISH & WILDLIFE SERVICE HEADQUARTERS
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Ecological Services
MS: ES
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803
703-358-1971
703-358-1800 (fax)

From: [Devolder, Andy](#)
To: [FWHQ FR Pub List](#)
Cc: [Caitlin Snyder](#); [Dana Jacobsen](#); [Justin Shoemaker](#); [Jodi Bush](#); [Seth Willey](#); [Michael Thabault](#); [Parks Gilbert](#); [Sarah Quamme](#)
Subject: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine
Date: Tuesday, October 11, 2016 2:10:52 PM

The notice reopening public comment on the proposed rule to list the North American wolverine [FWS–R6–ES–2016–0106; 1018–BB78] will be placed on public inspection Monday October 17, 2016 at 8:45 AM ET and publish in the Federal Register Tuesday October 18, 2016. This is a proposed rule and comments are due November 17, 2016.

If you would like an electronic version of this rule, please contact me directly.

Public inspection: On the date of public inspection, the document will appear here: <https://www.federalregister.gov/public-inspection>. This site is available to the public, and all documents on it are also available to the public when they visit the reading room of the Office of the Federal Register in Washington, DC.

Publication: On the date of publication, the document will appear here --
- http://www.gpo.gov/fdsys/html/FR/todays_toc.html --- and also in the hard copy version of the Federal Register.

After the date of publication, links to documents can be found here: <http://www.gpo.gov/fdsys/browse/collection.action?collectionCode=FR>

*** Regional Office: Please ensure that PRIOR to FR publication all supporting documents are submitted to Marcia Cash (Marcia_Cash@fws.gov) for posting on regulations.gov. Please see the [guidance document](#) for documents that may be applicable.

--

Andy DeVolder
U.S. FISH & WILDLIFE SERVICE HEADQUARTERS
Unified Listing Team
Ecological Services
MS: ES
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803
703-358-1971
703-358-1800 (fax)

From: [Serena Baker](#)
To: [Justin Shoemaker](#); [Seth Willey](#)
Cc: [Anna Munoz](#); [Roya Mogadam](#)
Subject: FW: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine
Date: Tuesday, October 11, 2016 2:18:55 PM

Hello Gentlemen,

Please see timing below. HQs made changes to the outreach, so I need to review those with Anna before sending out. Thanks!

Serena

From: Gavin Shire [mailto:gavin_shire@fws.gov]
Sent: Tuesday, October 11, 2016 2:15 PM
To: Serena Baker; Brian Hires
Subject: FW: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine

FYI

G

Gavin G. Shire
Chief of Public Affairs
U.S. Fish and Wildlife Service
MS: EA
5275 Leesburg Pike
Falls Church, VA 22041-3803
Tel: 703-358-2649
Cell: 703-346-9123
gavin_shire@fws.gov

From: Devolder, Andy [mailto:andy_devolder@fws.gov]
Sent: Tuesday, October 11, 2016 4:10 PM
To: FWHQ FR Pub List
Cc: Caitlin Snyder; Dana Jacobsen; Justin Shoemaker; Jodi Bush; Seth Willey; Michael Thabault; Parks Gilbert; Sarah Quamme
Subject: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine

The notice reopening public comment on the proposed rule to list the North American wolverine

[
FWS-R6-ES-2016-0106;

1018-BB78

]

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Andy DeVolder
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Ecological Services
MS: ES
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803
703-358-1971
703-358-1800 (fax)

From: [Willey, Seth](#)
To: [Jodi Bush](#); [Serena Baker](#); [Justin Shoemaker](#); [Betty Grizzle](#)
Subject: Fwd: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine
Date: Tuesday, October 11, 2016 4:09:44 PM

FYI

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Kit Hershey** <kit_hershey@fws.gov>
Date: Tue, Oct 11, 2016 at 3:48 PM
Subject: Re: SCHEDULED FOR PUBLICATION: Reopening of comment period; Proposed Rule for the North American Wolverine
To: "Willey, Seth" <seth_willey@fws.gov>, brent_lawrence@fws.gov
Cc: Michael Long <michael_long@fws.gov>, Marilet Zablan <marilet_zablan@fws.gov>, Susan Jacobsen <susan_jacobsen@fws.gov>, Daniel Russell <daniel_russell@fws.gov>

Thanks Seth - and my understanding is our outreach is in place

Sent from my iPhone

On Oct 11, 2016, at 1:47 PM, Willey, Seth <seth_willey@fws.gov> wrote:

FYI - Wolverine has been sent to the register. It'll be in the reading room Monday, October 17th and publish the following day.

Thanks,
Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Devolder, Andy** <andy_devolder@fws.gov>
Date: Tue, Oct 11, 2016 at 2:10 PM
Subject: SCHEDULED FOR PUBLICATION: Reopening of comment period;
Proposed Rule for the North American Wolverine
To: FWHQ FR Pub List <fwhq_fr_pub_list@fws.gov>
Cc: Caitlin Snyder <Caitlin_Snyder@fws.gov>, Dana Jacobsen
<dana.jacobsen@sol.doi.gov>, Justin Shoemaker <justin_shoemaker@fws.gov>,
Jodi Bush <jodi_bush@fws.gov>, Seth Willey <seth_willey@fws.gov>, Michael
Thabault <Michael_Thabault@fws.gov>, Parks Gilbert
<parks_gilbert@fws.gov>, Sarah Quamme <Sarah_Quamme@fws.gov>

The notice reopening public comment on the proposed rule to list the North American wolverine [FWS–R6–ES–2016–0106; 1018–BB78] will be placed on public inspection Monday October 17, 2016 at 8:45 AM ET and publish in the Federal Register Tuesday October 18, 2016. This is a proposed rule and comments are due November 17, 2016.

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*** Regional Office: Please ensure that PRIOR to FR publication all supporting documents are submitted to Marcia Cash (Marcia_Cash@fws.gov) for posting on [regulations.gov](http://www.regulations.gov). Please see the [guidance document](#) for documents that may be applicable.

--

Andy DeVolder
U.S. FISH & WILDLIFE SERVICE HEADQUARTERS
Unified Listing Team
Ecological Services
MS: ES
5275 LEESBURG PIKE
FALLS CHURCH, VA 22041-3803
703-358-1971
703-358-1800 (fax)

From: [Shoemaker, Justin](#)
To: [Jodi Bush](#); [Betty Grizzle](#); [Seth Willey](#); [Marjorie Nelson](#)
Subject: 12-18-24 mo wolverine plan
Date: Thursday, October 13, 2016 8:42:18 AM
Attachments: [Wolverine Project Plan DRAFT 3 timelines 10062016.docx](#)

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

PROJECT PLAN FOR THE WOLVERINE LISTING DETERMINATION

U.S. Fish and Wildlife Service Mountain-Prairie Region



1.0 INTRODUCTION

This Project Plan (Plan) presents our process to guide our analysis of information to determine if the North American wolverine (wolverine; *Gulo gulo luscus*) should be listed as threatened or endangered. The Plan will be used by the Lead Field Office (Lead FO), Lead Regional Office (Lead RO), the Unified Listing Team (ULT), Headquarters (HQ), and Mountain-Prairie Regional Solicitor's Office (RSOL), as well as Assisting FOs (Assist FO) and Assisting ROs (Assist RO). The purpose of this project plan is to outline the expectations for the team developing the listing determination for the wolverine. The project plan outlines the overall approach that will be used to develop the Federal Register (FR) listing documents, roles and responsibilities of participants, and a schedule. This provides participants a common understanding of roles and responsibilities, and standard operating procedures in achieving the overall project goal. It also provides managers with an understanding of the project schedule and expectations.

1.1 Purpose: In compliance with a Court order that remanded our previous withdrawal of a proposed rule to list a Distinct Population Segment (DPS) of the wolverine (79 FR 47522; August 13, 2014), the Service will prepare either a revised proposed rule to list or a revised withdrawal of the previous proposed rule (78 FR 7864; February 4, 2013). **Update this section after timeline is determined.** In October 2016, the Service will prepare a FR notice to announce the vacature of the withdrawal rule to the public, the proposed status since the judge's ruling, and reopen the public comment period on the February 4, 2013 proposed rule to list the contiguous U.S. DPS of the North American wolverine.

1.2 Package Document Requirements: Project Plan and Schedule, Species Status Assessment (dependent on schedule), Federal Register document (proposed rule), Information Memorandum, References Cited, and Outreach Package.

See associated schedule for a list of milestones and deliverables needed for package development and submittal. Additional office-specific (internal to the Lead FO operations) may also apply but may not be represented in the Plan and schedule.

Project Schedule

The chart below shows the general time allotment for major milestones of this project which we expect to take 24 months depending on agreement with plaintiffs. This is the minimum amount of time necessary for us to complete a thorough and robust Species Status Assessment (SSA) for wolverine, hold expert elicitation meetings and information sessions as necessary, fully consider a new snow persistence climate study being conducted in coordination with NOAA, and seek peer and partner review on our SSA report and the science behind it.

We have also developed two additional timeline charts for 18 and 12 months. With these shorter timelines, we would have less time to devote to our SSA and as such would have successively less robust and more simplified analysis to provide the basis for our ultimate listing decision. The shorter timelines would also provide less time for coordination with partners, State agencies, and Federal Register document development and review across the multiple Service offices involved with this highly complex listing decision.

24 month schedule

Year	2016												2017						2018						
Month	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Initial Project																									
Write Project Plan	■	■																							
Kick-Off Call		■																							
Dear Interested Party Letters		■																							
Coordination with Partners		■																							
Federal Register notice opening comment period on	■	■																							
Species Status Assessment Report																									
Conduct SSA analyses		■	■	■	■	■	■	■	■																
Expert information meeting					■	■	■																		
Draft SSA report										■	■														
Core Team reviews SSA report												■													
Peer review and Partner review of SSA													■	■											
Partner review into SSA report															■										
Management review of SSA report															■	■									
Finalize SSA																■									
Listing Decision																									
Brief management; complete decision analysis																		■							

18 Month Schedule

Month	2016												2017				2018	
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Initial Project Planning - Phase 1																		
Write Project Plan																		
Kick-Off Call																		
Coordination with Partners																		
Analysis - Phase 2																		
Reopener FR notice on Proposed Listing Rule																		
Address Science Needs																		
Conduct analyses of vacated withdrawal and judge's ruling																		
Conduct science analysis – med. analytics SSA																		
Draft SSA report																		
SSA report review by Service, Peer reviewers, Partners																		
Incorporate reviews and finalize SSA																		
Listing Decision Analysis - Phase 3																		
Decision meeting w/ management; complete decision analysis																		
Critical Habitat (if warranted) - Phase 4																		
Begin developing potential critical habitat																		
Discuss potential critical habitat with management at listing decision briefing																		
Develop maps for critical habitat																		
Write Incremental Effects Memo (IEM)																		
Core team reviews IEM																		
Federal Agencies review IEM																		
Consultants develop economic analysis																		
Critical habitat decision phase																		
Preparation of Federal Register Documents - Phase 4																		
Draft listing FR notice, 10(j), 4(d)																		

12 Month Schedule

Month	2016				2017							
	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Initial Project Planning - Phase 1												
Write Project Plan												
Kick-Off Call												
Coordination with Partners												
Analysis - Phase 2												
Reopener FR notice on Proposed Listing Rule												
Address Science Needs												
Conduct analyses of vacated withdrawal and judge's ruling												
Conduct science analysis – low analytics SSA												
Draft SSA report												
SSA report review by Service, Peer reviewers, Partners												
Incorporate reviews and finalize SSA												
Listing Decision Analysis - Phase 3												
Decision meeting w/ management; complete decision analysis												
Critical Habitat (if warranted) - Phase 4												
Begin developing potential critical habitat												
Discuss potential critical habitat with management at listing decision briefing												
Develop maps for critical habitat												
Write Incremental Effects Memo (IEM)												
Core team reviews IEM												
Federal Agencies review IEM												
Consultants develop economic analysis												
Critical habitat decision phase												
Preparation of Federal Register Documents - Phase 4												
Draft listing FR notice, 10(j), 4(d)												

2.0 Phase 1: Project Planning

Prior to the kickoff call, the Lead RO will draft this Project Plan, and confirm participants and points of contact (see Section 3.0). The Project Plan serves as a road map for all team members for completing documents and actions that contribute directly or indirectly toward the publication of a FR document and completion of the listing evaluation. This phase starts with a “kick-off” call/meeting that includes identification of the various team members including the Core Team (see section 2.1 below). During the Project Plan phase, the Lead RO will provide the draft plan to all members of the Core Team for review and approval.

During the kickoff call, the Core Team will discuss any administrative or processing concerns with the package as a group to be sure everyone is clear on how the process will proceed. The Core Team members will also identify and discuss if there are any precursory steps or crucial uncertainties that need to be resolved prior to package development or any recommendation meeting. In addition, the Core Team also should discuss whether there are differences in potential threats or biology, etc., across the range of the taxon that may be important to resolve at the initial stages of package development. In other words, the Core Team needs to think about what kinds of preparatory work needs to be resolved prior to the recommendation phase (see Phase 3 below). If we are aware of uncertainties at this stage, they should be discussed during Phase 1 and early Phase 2, and managers on the Recommendation Team should be briefed. If we know about uncertainties at that time or if there are concerns, we should have a check-in call with management to discuss and resolve any issues so the Core Team can proceed on the package development.

The Core Team determines when the Project Plan is complete, but each team member “briefs up” to ensure that everyone is comfortable with deadlines, assignments, review schedules, and work products included in the plan. Additionally, the Lead FO Core Team member should begin compiling, reviewing, and organizing information (i.e., the start of Phase 2 overlaps with Phase 1). Note that Core Team or management concerns at any level/office need to be addressed at the appropriate phase (see Section 7.0 below) as opposed to when analyses are completed and the Species Status Assessment or FR documents are being drafted.

2.1 Participants/Points of Contact

The development of the analysis to support a listing decision will be conducted by a Core Team of Service biologists from Region 6, Region 1, and Region 8 (see “Roles and Responsibilities” section below). A management team will provide management oversight and leadership direction. The RSOL will be involved as a Core Team member specifically to provide legal advice on the rationales and decisions that are developed throughout the listing action. We will also engage additional subject matter experts and stakeholders as appropriate.

Table 1: CORE TEAM MEMBERS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Justin Shoemaker	ULT Project Manager	R6 RO	309-757-5800 x214
Caitlin Snyder	Assist ULT Member	HQ	

Betty Grizzle	FO Core Team Leader	Carlsbad Fish and Wildlife Office (CFWO)	760-431-9440 x 215
Jodi Bush	Lead FO Management	MTFO	
	Assist FO Core Team Member	TBD	
	Assist FO Management	TBD	
Dana Jacobsen	RSOL—Legal Advice	R6 RSOL	

Table 2: OTHER PARTICIPANTS

NAME	ROLE	OFFICE	CONTACT INFORMATION
Serena Baker	Lead RO Public Affairs; Outreach	R6 RO External Affairs	
	SSA FIT Member?		
John Guinotte	Science support	R6 RO ES	
	GIS	CFWO??	

Table 3: RECOMMENDATION TEAM MEMBERS

NAME	OFFICE/POSITION	CONTACT INFORMATION
Core Team Members	see Table 1 above	
Jodi Bush	Lead FO Field Supervisor	406-449-5225 x205
?	Assist FO Field Supervisor	
Seth Willey	ULT Region 6 Liason	303-236-4257
Marj Nelson	Chief R6 Division of Ecological Services	303-236-4258
Michael Thabault	R6 ARD, Ecological Services	303-236-4210
Matt Hogan	Deputy Regional Director	
Noreen Walsh	Regional Director R6	
Kit Hershey	Chief, Branch of Listing and Critical Habitat	503-231-6869
Rollie White	R1 ARD, Ecological Services	
Terry Rabot	Deputy Regional Director R1	
Robyn Thorson	Regional Director R1	
	R8 ARD, Ecological Services	
	Deputy Regional Director R8	
	Regional Director R8	

Table 4: FEDERAL REGISTER SURNAME LIST

NAME	OFFICE
ULT Project Manager (Shoemaker)	R6
ULT Region 6 Liason (Willey) or ES Chief (Nelson)	R6
R6 ARD (Thabault) or Deputy ARD (Alt)	R6
R6 RD (Walsh) or Deputy RD (Hogan)	R6
R6 RSOL	RSOL
AES, DIR, and other DOI surnames as processed by ULT Project Manager	

3.0 Phase 2: Species Analysis

The purpose of Phase 2 is to conduct an objective scientific assessment of the best available biological information about the wolverine and its habitat. The analysis is referred to as a Species Status Assessment or SSA and will include the necessary biological and ecological background information on the wolverine, explanation of the species' needs, analysis of current and potential future conditions (factors), explanation of the stressors that may be negatively impacting the species or its habitat, and (where applicable) conditions that may be providing a benefit to the species or its habitat that may offset any negative impacts. It brings to light all the pertinent biological information and conditions (beneficial aspects and potential stressors (not the kitchen sink)) of the species and its habitat, highlighting current and future risks faced by the species.

The SSA provides the biological support and documentation for a future recommendation of the listing determination (i.e., Phase 3), and thus, needs to be reviewed and discussed before we can move forward on any biological or regulatory conclusions. Phases 3 and 4, described below, are where we apply our regulatory evaluation on how the stressors apply to the wolverine in the context of listing under the Endangered Species Act (i.e., whether those stressors individually or cumulatively rise to the level of a threat as defined under the Act).

We are also coordinating with NOAA to complete modeling of snow persistence in wolverine habitat. The goal is to perform a fine scale assessment of the persistence of snow in wolverine habitat into the future (mid-century +/-) which includes consideration of slope, aspect etc. over two specific areas of suitable wolverine habitat. Results can be directly compared to the McKelvy et al 2011 paper and results. The McKelvy model was a "flat" model that did not take into consideration slope, aspect and was also conducted at a scale orders of magnitude higher than the new modeling effort. This new study will provide further clarification necessary to inform our listing decision.

The FO Core Team Lead compiles all species information, conducts necessary analyses with Core Team input, and summarizes the results of the analyses in the SSA, which will subsequently be reviewed by their manager and then the Core Team. In general throughout this process, other Core Team members will provide assistance during the assessment (e.g., participating on monthly Core Team calls, conducting and addressing issue-specific needs, helping with some portions of the analysis based on geographic or other topical expertise).

The Core Team will review products of the analysis and determine when it is ready to move to the Decision Phase. Each Core Team member is responsible for working with managers in their offices to ensure that everyone is comfortable with the analysis and the decision to move to the next phase.

Review by the Core Team of the draft SSA is crucial, and it is important to strive for a Final SSA prior to the development of the FR document (Phase 4). An SSA that is incomplete will hinder the effectiveness of each Core Team member's responsibilities and potentially cause a domino-effect for completing Phase 3 and 4 actions. The Core Team will review the draft SSA to: (1) Evaluate for completeness of information and analyses, (2) determine if the information

presented is relevant to or necessary for the decision(s) to be made, (3) determine if the methodology and analyses discussion is clear and logically presented; and (4) determine if the biological conclusions are sound and based on the information and analyses presented. This process allows for informal review, technical assistance, and policy advice during development and drafting of the SSA.

4.0 Phase 3: Decision Phase [or Recommendation Team Meeting??]

Phase 3 includes a meeting of the Recommendation Team members (see Table 3 above). This phase is intended to be an open discussion by all participants of the biological information in the Species Report and how it may apply to the regulatory framework of the Act.

In advance of the meeting, the Recommendation Team members review the draft SSA and any other relevant information suggested by the Core Team. At the Recommendation Team meeting, the FO Core Team Lead (with Core Team assistance as needed) presents a brief overview of the information in the SSA, typically through use of a PowerPoint presentation. The discussion and the rationales for the listing recommendation will be recorded by a notetaker (provided by the Lead RO). There does not need to be consensus among Recommendation Team members for a listing recommendation to be made, in fact, independent concerns and conclusions are welcome.

Rationales for listing/not listing, and if applicable threatened or endangered status, will be requested from members and recorded. Near the end of the Recommendation Team meeting, a clear outline and rationale(s) for the recommendations are typically stated by the ranking Recommendation Team member for the notes. If “clear-cut” decisions *are not evident* by the ranking Recommendation Team member (typically the ARD/DARD, or possibly the RD/DRD if available to attend), the ranking member will conduct additional discussions with the RD as soon as possible to receive input and a decision(s) for the path forward. The decision for the path forward would subsequently be conveyed to the Recommendation Team members by the ARD, DARD, or a designee.

If it is determined that the species is warranted for listing as threatened or endangered, a *Critical Habitat Project Plan* would immediately be developed and added to this project plan by the ULT Project manager for determining critical habitat for the species. Any critical habitat proposal is expected to be developed concurrently with the proposed listing rule.

Phase 4: Federal Register Document

The FO Core Team Leader and ULT Project Manager will draft the FR document based on the analysis and the Recommendation Team meeting. Once drafted, the FR document (as well as an associated Information Memorandum) will be reviewed by the FO and RO Regional Liaison, and subsequently reviewed and surnamed by those individuals identified in Table 4. The ULT Project Manager will also coordinate PPM review concurrent with RD surname review, and then process through HQ for final surnames and publication.

6.0 Roles and Responsibilities

The purpose of this section is to identify specific roles and responsibilities for each organizational level of the Core Team to ensure that expectations are clear.

The ULT Project Manager is responsible for the majority of the work of the schedule, Project Plan, FR document, scheduling/coordinating meetings or Core Team calls, coordinating Phase 3 activities with other Core Team members, and assisting the FO(s), as needed. The FO Core Team Lead is responsible for the majority of the work on the analyses contained in the SSA and the Decision Phase PowerPoint Presentation development and delivery. Other Core Team members are expected to participate and assist throughout the process on an as-needed basis, as well as participate on all Core Team calls, review, and provide input on the various work products leading up to and including the FR listing document according to the schedule associated with this Project Plan. It is the responsibility of the Core Team during Phase 1 to develop an efficient plan for sharing information and conducting reviews. It is critical that all Core Team members coordinate and communicate with their management regarding the expectations outlined in this Project Plan, thus ensuring that this process operates effectively and efficiently.

6.1 Lead FO (Montana FO)

- FO Core Team Leader and FO managers work with the ULT Project Manager to develop the Project Plan and associated schedule, and update as necessary.
- FO Core Team Leader and managers review the Project Plan and schedule, and understand time commitments. The Lead FO identifies whether the level of commitment can be met (given an FO staff's potential other assignments), or whether other internal/FO workload considerations should be adjusted based on the level of complexity of package.
- FO Core Team Leader and other FO Core Team members brief up to FO Project Leader, advising them of the package direction, and coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal or formal meeting.
- The FO Core Team Lead serves as species expert, gathering the best available scientific and commercial information and is responsible for the scientific analysis, summarizing the analysis and biology in the SSA, and presenting at the Recommendation Team meeting. The FO Core Team Lead drafts and completes the SSA with input and reviews provided by Core Team Members. Lead FO managers provide internal oversight for FO Core Team Lead and ensure quality of work products (i.e., concise, clear articulation of the scientific analysis and biological story conveyed in the assessment).
- The FO Core Team Lead and the Lead FO manager participate on Core Team conference calls and meetings associated with the various phases of the project.
- The FO Core Team Lead coordinates the review of the best available science (e.g., literature), as well as any information received by Federal agencies, States, Tribes, or other partners. If necessary, the Lead FO works with the ULT Project Manager on development of any tribal correspondence and coordination letters.
- The Lead FO serves as primary contact for stakeholders and public and ensures that all partners and major stakeholders have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. This may require coordination with the Assist FO to ensure partners are kept apprised of decisions that may affect them.
- The Lead FO collaborates with the ULT Project Manager and RO External Affairs lead to ensure an outreach plan is drafted at the time the FR document is ready for ARD/RD review.
- The Lead FO drafts and publishes any Legal Notices required, as well as all other External Affairs responsibilities related to a FR publication.

- Lead FO participants identified in Tables 1 and 3 participate in the Recommendation Team meeting, as well as any other management or other Recommendation Team member meetings that may be needed.
- With ULT Project Manager and Core Team assistance as needed, the Lead FO prepares a PowerPoint presentation for the Recommendation Team meeting. The Lead FO presents a summary of the biology, analyses, and both the current and projected future condition of the species to the Recommendation Team.
- The FO Core Team Lead assists the ULT Project Manager in the development of the draft FR document (as needed), and helps develop the associated Information Memorandum for the Director/Secretary. With Lead FO management input or review, the FO Core Team Lead also develops any additional briefing papers that may be needed for additional RO or HQ-level meetings.
- The FO Core Team Lead solicits information for and maintains the decisional record. All records will be transferred to the Helena FWO once the final decisional record is complete.
- The FO Core Team Lead coordinates with the ULT Project Manager and other Core Team members as issues arise and notifies the ULT Project Manager immediately if issues are not being addressed or assistance is needed and briefs Lead FO management, as needed.
- Unless coordinating directly with RSOL for a specific topic, the FO Core Team Lead will avoid including RSOL on Core Team/mass emails related to this package. Instead, coordination directly with RSOL will be on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus providing a clean separation between privileged and non-privileged records). Cooperatively with ULT Project Manager, the FO Core Team Lead ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- FO Core Team Lead conducts note-taking of Core Team meeting/conference calls (main ideas/issues) for the decisional record, requesting assistance from the Assist FO Core Team Member if help is needed. These notes will serve as a record of the main points discussed and should be made available to Core Team members within a day of each call/meeting.

6.2 Assist FOs (CA, CO, ID, OR, WA, WY Field Offices)

- The Assist FO Core Team Member and managers review the Project Plan and schedule, and understand time commitments. Staff and managers should identify whether the level of commitment can be met (given the Assist FO Core Team Member's potential other assignments), or whether other internal/Assist FO workload considerations should be adjusted to ensure Core Team expectations (e.g., deliverables) are met.

- Assist FO Core Team Member and/or Assist FO Manager briefs up to the Assist FO Project Leader, advising them of the package direction, coordinating with the ULT Project Manager if issues need to be discussed or resolved in an informal meeting or formal Recommendation Team meeting.
- The Assist FO Core Team Member and Assist FO Manager participate on Core Team conference calls and meetings associated with the various phases of the Project Plan.
- The Assist FO Core Team Member helps the FO Core Team Lead complete the scientific analysis and applicable portions of the SSA if needed, providing input and reviews as a Core Team Member.
- As needed, the Assist FO assists the ULT Project Manager and FO Core Team Lead develop and disseminate any correspondence with partners or interested parties within their portion of the species' range.
- The Assist FO serves as primary contact for stakeholders and public within their range of the wolverine. Through coordination with the FO Core Team Lead, the Assist FO ensures all partners or major stakeholders in the respective Assist FO's jurisdictions have been contacted throughout the process, as needed, and that actual notification under the Act of State and County representatives has been completed. The Assist FO ensures partners are kept apprise of decisions that may affect them. This may require multiple discussions with partners as warranted (given the FO Core Team Lead does not regularly or typically coordinate with these partners).
- The Assist FO coordinates with the Lead FO to determine and process outreach needs related to the wolverine. The Assist FO also ensures that the FO's outreach needs are included in a draft outreach plan developed by Lead FO and provided to the ULT Project Manager at the time the FR document is ready for ARD/RD surname review.
- The Assist FO participates in Recommendation Team Meeting, as well as any other management or Recommendation Team meetings that may be needed.
- If needed, the Assist FO assists the FO Core Team Lead prepare a PowerPoint presentation for the Recommendation Team meeting.
- If needed, the Assist FO assists the ULT Project Manager and FO Core Team Lead in development and review of the FR document and associated Information Memorandum. If needed, also assists the FO Core Team Lead develop any additional briefing papers that may be needed for additional management or Recommendation Team meetings.
- The Assist FO coordinates with Assist FO Manager, ULT Project Manager, and other Core Team members as issues arise. Notify the ULT Project Manager immediately if issues are not being addressed or assistance is needed and brief FO management, as needed.

- Unless coordinating directly with RSOL for a specific topic, the Assist FO will avoid including RSOL on Core Team/mass emails related to this package. Coordination will be directly with RSOL on an as-needed basis, recognizing that the ULT Project Manager will forward as necessary all files or records that we may need RSOL assistance (thus resulting in a clean separation between privileged and non-privileged records). The Assist FO will work cooperatively with ULT Project Manager and Lead FO to ensure coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner.
- If needed, assist FO Core Team Lead as note taker of Core Team meeting/conference calls (main ideas/issues) for the decisional record. These notes will serve as a record of the main points discussed and notification to Core Team members not available to participate on meetings/calls.
- The Assist FO will assist with preparation of outreach materials as necessary.
- The Assist FO will provide the FO Core Team Lead with decisional record files throughout the process, as needed, and will transfer all files upon publication of the FR document.

6.3 Lead RO (ULT Project Manager, ULT Region 6 Liason, Other Region 6 Managers)

- ULT Project Manager serves as coordinator and facilitator of all aspects of the listing evaluation process, including Core Team meetings/conference calls.
- ULT Project Manager, ULT Region 8 Liason, and other Lead RO managers provide guidance on policy, regulations, technical guidance, and assistance on any other significant issues to FO Core Team Lead and FO Core Team Assist offices, as needed.
- ULT Project Manager develops Regulatory Information Data Form (RID) and Regulatory Action Alert (RAA) forms.
- ULT Project Manager drafts Project Plan and associated schedule, and works with other Core Team members and managers to develop and finalize the Project Plan and schedule.
- ULT Project Manager provides email notification to all Core Team members and meeting participants regarding action items following Core Team conference calls/meetings.
- ULT Project Manager ensures coordination is maintained with RSOL and legal concerns are addressed appropriately in a timely manner. Serves as primary contact/coordinator with RSOL, including meeting invitations and document reviews, to help ensure that privileged records are not mixed with non-privileged records.
- ULT Project Manager participates in the development of the assessment in coordination with the Core Team.

- ULT Project Manager reviews the scientific analysis documents, the SSA, and other documents as applicable, and ensures information is developed such that it clearly presents and discusses all important issues, incorporates a logic chain for conclusions, and can be easily incorporated into pertinent sections of the FR document.
- ULT Project Manager Serves as the Core Team’s copyeditor for the assessment once the Lead FO Manager determines the SSA is ready for Core Team review.
- ULT Project Manager coordinates early and often with Core Team members as issues arise. Notifies Core Team members immediately if issues are not being addressed or assistance is needed, and briefs the ULT Region 6 Liaison and other RO management, as necessary.
- ULT Project Manager develops agendas for Core Team calls, the Recommendation Team meeting, and other meetings as applicable, coordinating with Core Team Members and managers, as needed.
- If desired by the Lead FO, the ULT Project Manager assists in developing a PowerPoint presentation for briefing the Recommendation Team meeting (including associated tools that may be needed for the meeting). The ULT Project Manager reviews the draft PowerPoint in preparation for the Recommendation Team meeting.
- ULT Project Manager participates in the Recommendation Team meeting. The ULT Project manager, with ULT Region 6 Liaison assistance, will ensure that a facilitator and note taker are provided for this meeting. The note taker will document the discussion and the rationale for the recommendations.
- ULT Project Manager processes the review and surnaming of the FR document and associated files (e.g., Information Memorandum).
- ULT Project Manager ensures necessary RSOL review and surnames are obtained for FR document prior to transmittal to HQ.
- ULT Project Manager ensures review of the FR document by HQ’s Division of Policy, Performance, and Management Program (PPM).
- ULT Project Manager coordinates with RO External Affairs staff on package development (i.e., includes FO External Affairs contact is included in FR document transmittals so they have the most recent version for creating outreach documents).
- ULT Project Manager assists HQ with any substantive edits that may be needed in the FR document after formal transmittal to HQ.

- ULT Project Manager ensures all supportive information for the FR document (e.g., SSA, References Cited) are finalized and provided to HQ for eventual posting on the Internet at <http://www.regulations.gov>.
- ULT Project Manager and all other RO-level participants provide decisional record files to the Lead FO according to the decisional record milestones identified in the schedule.

6.4 Assist ULT Member and Coordinating ROs (R1 and R8)

- Assist ULT Member from R1/R8 RO will participate on Core Team assessment analysis, meetings, and monthly calls, and relay information to R1/R8 RO management as necessary throughout the project.
- Assist ULT Member reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers, as appropriate.
- Assist ULT Member will be responsible for coordination with other relevant Service programs within R1/R8.
- Assist ULT member will review and provide comment on the assessment products as needed and coordinate R1/R8 review and concurrence of the FR document.
- R1/R8 management and ULT member will participate in the Recommendation Team Meeting and provide R1/R8 recommendation and feedback.
- Assist ULT Member is responsible for coordinating discussions between R6 and R1/R8 if there are differences of opinion and concerns from R1/R8. Necessary discussions should be scheduled in a timely fashion as to not greatly slow down the project. Every effort should be given to raise issues as they arise and avoid big issues at the last minute.

6.5 RSOL

- RSOL Office Lead participates on Core Team kick-off call and other Core Team monthly calls as needed, providing legal guidance and risk analysis as necessary throughout listing evaluation process.
- Reviews Project Plan and associated schedule, and understands time commitment. Briefs up to managers, as appropriate.
- Provides critical review and legal advice on the information provided in the SSA and associated documents.
- Participates in Recommendation Team Meeting, providing feedback on potential concerns and legal advice.

- Provides review and RSOL surname of streamlined FR document.

7.0 CONTROL AND REPORTING

7.1 Reporting Procedures and Issue/Problem Management

For biological or analytical related issues or concerns related to the analysis developed for the SSA, contact the FO Core Team Lead. For all other potential issues or concerns related to development of the FR document, scheduling concerns, or any other project-related issue addressed in this Project Plan, contact the ULT Project Manager.

Depending on the issue/concern, the FO Core Team Lead and ULT Project Manager will confer and either: (1) Discuss and address the issue during the next regularly scheduled Core Team call/meeting, (2) discuss and address the issue via an impromptu Core Team call/meeting, or (3) brief FO management, the ULT Region 6 Liaison, and other RO management by holding an impromptu call/meeting with the Core Team, FO management, and RO management to discuss and address the issue.

7.2 Project Monitoring

Barring unforeseen circumstances, the Core Team anticipates that the schedule with associated deliverables and milestones will be met. If there is a hint that some aspect of the schedule will be impacted (e.g., a reviewer will be unable to conduct their scheduled review by the designated date, a document will not be available by a designated date), that individual is to immediately contact the ULT Project Manager who will then promptly coordinate with the appropriate individual(s) so members can plan accordingly. In the event that some aspect of the schedule needs to be modified, the ULT Project Manager will coordinate with the Core Team and ultimately be responsible for providing an amicable alternative that would provide no impact or the least impact possible (which will take into account potential impacts to other deliverables and milestones). In such circumstances, the schedule could be updated; thus, the schedule is treated as a living document throughout the process.

7.3 Document Reviews

The Core Team is expected to conduct concurrent information/document reviews. All document reviews are expected to be completed by close of business on the designated due date as outlined in the associated schedule, with edits/comments provided electronically (i.e., edits and comments embedded through track changes tool in the MS Word document that is provided for review). All controversial comments will be addressed to the Core Team for potential issue resolution during the next conference call/meeting, or impromptu call/meeting, as needed. Any comment/issue that is not resolved by the Core Team may be elevated as outlined in Section 7.1. Miscellaneous additional specifics regarding document reviews include the following:

7.3.1 All Core Team members are responsible for notifying their internal management (as applicable) in advance regarding the schedule for review of the various documents and participation on conference calls/meetings associated with those documents or various issues.

7.3.2 Managers at the various levels (FO, RO, or ULT) may request to review a document or portion thereof at any point/stage in the process. If this occurs, the Core Team member at that level is responsible for coordinating that review, collating those comments with their own in electronic format (i.e., using track changes function of MS Word), and providing that information to the author in a timely manner so as not to impact the schedule. Additionally, the Recommendation Team is expected to conduct concurrent reviews of the briefing materials provided prior to the Recommendation Team Meeting, along with any associated documents in preparation for the meeting.

8.0 DETAILED SCHEDULE - TO BE FILLED OUT ONCE A TIMELINE IS AGREED UPON, TEMPLATE BELOW IS FOR PROJECT WITH AN SSA

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Wolverine Listing Evaluation	730 days	DATE	DATE		
Phase 1 - Project Planning	XX days				Overlaps with start of Phase 2
Develop draft Project Plan & schedule	XX days			ULTProjMgr	
Core Team reviews draft Project Plan & schedule	XX days			Core Team,Mgrs	
Kickoff call	1 day			All	
Revise draft Project Plan & schedule based on Core Team review	3 days			ULTProjMgr	Concurrent w/ start of Phase 2
Project Plan & schedule sent to HQ	1 day			ULTProjMgr	
Phase 2 - SSA	XXX days				
Core Team decides on SSA structure & SSA analysis tools for Species Needs, Current Condition, & Future Condition	XX days			LeadFO, Core Team	
SSA Report Outline Due to Core Team	1 day			LeadFO	
Core Team reviews SSA Report outline/structure	4 days			Core Team	
Draft portions of SSA report (Biology, Life History, Methodology, Intros to Species Needs, etc.)				LeadFO, Core Team assist	
Species Needs - Individual Level				LeadFO,Core Team assist	
Species Needs - Population Level				LeadFO,Core Team assist	
Species Needs - Species Level				LeadFO,Core Team assist	
Species Needs - Complete analysis tables (indiv, pop, and species levels)				AssistFO, LeadFO	

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Analysis--Current Condition				AssistFO, LeadFO, Core Team	
Analysis--Future Condition & Status				LeadFO, AssistFO, Core Team	
Continue drafting SSA Report				LeadFO	
LeadFO Mgr review & Lead FO editing of SSA Report				LeadFO	
Core Team 1st review of SSA Report	10 days			Core Team	
Revise SSA Report	10 days			AssistFO, LeadFO	
Core Team 2nd review of draft SSA Report	4 days			Core Team	
Edits to draft SSA Report based on Core Team's 2nd review	9 days			AssistFO, LeadFO	
Draft SSA Report sent to peer reviewers & partners	1 day			LeadFO	
Concurrent peer & partner reviews of draft SSA Report	20 days			Peer Reviewers, Partners	
Concurrent with above, address minor additional edits & proofreading to draft SSA Report not yet addressed in version submitted for peer & partners reviews	20 days			LeadFO	
Consideration of peer & partner reviews of draft SSA Report; edit SSA Report accordingly	8 days			LeadFO, AssistFO	
SSA Report sent to Recommendation Team for review	10 days			ULTProjMgr	
Prepare PowerPoint presentation	10 days			LeadFO	Include dry-run around day 6
Phase 3 - Recommendation Team Meeting	XX days				LITTLE TO NO FLEXIBILITY IN SCHEDULE BELOW THIS ROW
Recommendation Team Meeting				RecTeam	Occurs one of these 4 days
Edits to SSA Report based on input from Recommendation Team meeting & comments from peer reviewers/partners				LeadFO	
Core Team expedited review of changes to SSA Report				Core Team	Review is of Track Changes only following any input received during RecommendationTeam Meeting.

TASK NAME	DURATION	START	FINISH	Who's Responsible	NOTES
Finalize SSA Report				LeadFO	
Final SSA Report due to ULTProjMgr to start FR document development				LeadFO	
Phase 4 - Streamlined FR Document	XX days				
Draft FR document	5 days			ULTProjMgr	
FOs & ULTRegLiason reviews	7 days			LeadFO, AssistFO, ULTRegLiason	
Edit FR document	5 days			ULTProjMgr	
Assist Regions and RSOL prelim review of FR document	10 days			RSOL, R1, R8 FO/RO	
Edit FR document	4 days			ULTProjMgr	
Draft Communications Strategy due to ULTProjMgr	1 day			LeadFO	
PPM/RD Review/R1 Concurrence review	10 days			PPM, RD, AssistFO/RO	
RSOL formal surname (review & editing)	5 days			RSOL, ULTProjMgr	
AES Review	5 days			ULTProjMgr	
Director Review	5 days			ULTProjMgr	
FWP Review	10 days			ULTProjMgr	
Exec Sec Review	2 days			ULTProjMgr	+ 30 days before required submittal to FR
Supporting documentation for posting at regulations.gov provided to PPM		TBD	TBD	ULTProjMgr	
Package Sent to FR	0 days	9/30/17	9/30/17	ULTProjMgr	

Timeline Disclaimer

Our intent is to move forward incrementally with the work associated with this planning effort by assigning work at each biweekly call. Our ability to accomplish tasks will be influenced by other office priorities. Dates in the above table are tentative and subject to change. This is a living working document that will be updated as the process continues.

9.0 STANDARD OPERATING PROCEDURES (SOP)

- The Core Team will hold monthly phone calls. If tasks are assigned during these calls, they will be completed prior to the next scheduled call.
- All draft and final documents will be named according to an agreed upon filing convention.
- Documents will follow FR formatting (including page numbers) and formatting, except the SSA and associated documents (e.g., References Cited, Information Memorandum) will be single spaced.
- Emails relating to the project will include “Wolverine” at the beginning of the subject line.

From: [Grizzle, Betty](#)
To: [Shoemaker, Justin](#)
Cc: [Seth Willey](#); [Jodi Bush](#); [Marjorie Nelson](#)
Subject: Re: Wolverine 18 schedule planning documents
Date: Monday, October 17, 2016 3:39:33 PM

Thanks Justin. Based on the phone call last week and reviewing Table 1 of this version of the Project Plan, I believe Seth wanted to be added as a Core Team member. Also, Region 8 has not yet said one way or another, but I can speak to Dan Russell since he was not on the call.

On Mon, Oct 17, 2016 at 1:33 PM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
All,

Attached: the 18 mo project plan, the timeline outline, and the talking points for SOL.

I'm not on leave yet, but I wanted to get what I have to all of you. Please look at the colored chart timeline in the project plan and see if this revised version captures what we've discussed so far. Also, I'm leaning towards taking out the detailed timeline table towards the end of the project plan.

The project plan also contains tables w/ names and numbers of all those involved w/ the project. We need to get the other regions to provide input here, so far its been me cobbling together who I think should be involved and a few names that have been provided to me. When we send this around again, we should just ask regions to fill in those that they want involved, either as core team, decision team, or other.

The timeline outline and talking points need to go to Dana once we're good w/ them and leadership has been informed.

If you have suggested edits on any of these let me and Betty know. I'll work on this as long as I'm still in the office.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax



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FOLLOW:



Fish & Wildlife Ordered to Reopen Wolverine Review

BY SPECIAL TO THE POST · OCTOBER 18, 2016

By *Serena Baker*

The U.S. Fish and Wildlife Service is reopening the public comment period on a proposed rule to list the North American wolverine as threatened under the Endangered Species Act (ESA).

The Service had proposed to list the North American wolverine, which is a Distinct Population Segment of wolverines found in the lower 48 states, but withdrew its proposal in 2014 after concluding that the factors

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affecting it were not as significant as were once thought.

However, the District Court for the District of Montana overturned the Service's withdrawal, effectively returning the wolverine population to the point at which it was proposed for listing as threatened. A threatened listing would mean this wolverine population is likely to become endangered within the foreseeable future throughout all or a significant portion of its range.



The Service has considered the North American wolverine as proposed for listing since the April court decision. This Federal Register Notice is an administrative step to implement the court ruling.

The Service will be starting a new review on the wolverine population to determine whether it meets the definition of a threatened or endangered species, or if the animal is warranted for listing at all. Any

A campaign graphic featuring a smiling man with glasses and a goatee, wearing a white shirt. The text at the top reads "Hardworking, Fiscally Conservative" in red. Below the man's name, "Morgan Murri Matters", it says "for Archuleta County" in red. At the bottom, it says "CLICK HERE TO LEARN MORE" in red.

Hardworking, Fiscally Conservative
Morgan Murri Matters
for Archuleta County
CLICK HERE TO LEARN MORE

An advertisement for San Juan Dental. The top left has a dark blue box with white text: "NO DENTAL INSURANCE? NO PROBLEM!". The top right has green text: "LEARN ABOUT OUR PAGOSA PLAN. CLICK HERE.". Below this is the San Juan Dental logo, which features a stylized mountain and trees above the text "SAN JUAN DENTAL". To the right of the logo is a portrait of a smiling male dentist in a white coat.

NO DENTAL INSURANCE?
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CLICK HERE.
SAN JUAN DENTAL

A campaign graphic featuring a woman with short white hair and glasses, wearing a grey jacket over a white shirt. The text on the right reads "Rod Proffitt for Archuleta County Commissioner" in white. Below that, it says "Moving Forward!" in a large, stylized font. At the bottom, it says "Click here to learn more" in red.

Rod Proffitt
for
Archuleta County
Commissioner
Moving Forward!
Click here to learn more

decision on whether to list or not list the wolverine under the ESA will be based on the best scientific and commercial information available. We anticipate new climate change information will assist us in this decision.

The Service is asking for any scientific or commercial information on the North American wolverine population during the 30-day public comment period that closes November 17, 2016.

The proposed 2013 listing rule is [available online here](#). To submit comments on <https://www.regulations.gov>, search for Docket Number FWS-R6-ES-2016-0106, and click on "Comment Now!"

You can mail comments to: Public Comments Processing, Attn: Docket No. FWS-R6-ES-2016-0106, U.S. Fish & Wildlife, MS: BPHC, 5275 Leesburg Pike, Falls Church, VA 22041-3803.

The Service will post all information received, including any personal information provided.

Wolverines look like a small bear with a bushy tail, and each of its five toes is armed with curved, semi-retractile claws. In the lower 48 states, they live in the Pacific Northwest and Northern Rocky Mountains, with occasional sightings in Colorado, California, and Nevada. [Learn more at this website](#).

The mission of the U.S. Fish and Wildlife Service is working with others to conserve, protect, and enhance fish, wildlife, plants, and their habitats for the continuing benefit of the American people. We are both a leader and trusted partner in fish and wildlife conservation, known for our scientific excellence, stewardship of lands and natural resources, dedicated professionals, and commitment to public service. For more information on our work and the people who make it happen, [visit this website](#).

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From: [Willey, Seth](#)
To: [Betty Grizzle](#); [Jodi Bush](#)
Subject: Fwd: Gulo gulf luscus
Date: Thursday, October 27, 2016 7:47:59 AM

FYI - public comment

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Thu, Oct 27, 2016 at 8:40 AM
Subject: Fwd: Gulo gulf luscus
To: Seth Willey <seth_willey@fws.gov>, Marjorie Nelson <Marjorie_Nelson@fws.gov>
Cc: Serena Baker <serena_baker@fws.gov>, Anna Munoz <anna_munoz@fws.gov>

FYI.

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

From: **Mogadam, Roya** <roya_mogadam@fws.gov>
Date: Thu, Oct 27, 2016 at 8:40 AM
Subject: Re: Gulo gulf luscus
To: Janna <janna@shennan.us>

Morning Janna-

Thank you for reaching out and expressing your concern for the conservation the North American wolverine.

Currently, the Service is reviewing the North American wolverine to determine whether it meets the definition of an endangered or threatened species under the Act. As part of this review, the Service, on October 18, 2016, asked the public to provide comments on the proposal to list the North American wolverine. If you would like to provide comments, you may submit written comments by one of the following methods:

(1) Electronically: Go to the Federal eRulemaking Portal: <http://www.regulations.gov>. Submit comments on the proposed listing rule by searching for Docket No. FWS-R6-ES-2016-0106, which is the docket number for this document and any further documents that may be published related to this rulemaking action.

(2) By hard copy: Submit comments on the proposed listing rule by U.S. mail or hand-delivery to: Public Comments Processing, Attn: FWS-R6-ES-2016-0106; U.S. Fish

and Wildlife Service Headquarters, MS: BPHC, 5275 Leesburg Pike, Falls Church, VA 22041-3803.

Thank you for your interest in the conservation of our Nation's wildlife.

-Roya

On Sun, Oct 23, 2016 at 9:55 AM, Janna <janna@shennan.us> wrote:

Dear Ms. Mogadam,

I live in Whitefish, MT. I have read about wolverines and gone to lectures about them. I have never seen one in the wild and really don't expect to be lucky enough to do so. They are amazing animals. The fact that they can be legally trapped/hunted is not right. I ask you to do all you can to see that they get put onto the Endangered Species List and given all possible protection.

Thank you,
Janna Shennan and family

--

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

Roya_Mogadam@fws.gov

(303) 236-4572

--

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

Roya_Mogadam@fws.gov

(303) 236-4572

From: [Bush, Jodi](#)
To: [Willey, Seth](#)
Cc: [Baker, Serena](#); [Justin Shoemaker](#)
Subject: Re: non-deadline wolverine question
Date: Friday, October 28, 2016 11:35:22 AM
Attachments: [image005.png](#)

Hey Serena. Typically for fisheries this refers to fishery catch (and bycatch) records and for furbearers -trapping or hunting records - All considered commercial information. Helps us sometimes speak to presence/absence and even occasionally population size or trend,

We could also include numbers from commercial activities like snowmobiling to characterize an activity and its potential effect to a species but that might be too confusing to explain.

We DO NOT ever consider economics in the listing of a species (only when designating Critical Habitat). And I think that is what this person was getting at. Hope that helps (if a little late). JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Mon, Oct 24, 2016 at 5:36 PM, Willey, Seth <seth_willey@fws.gov> wrote:

I would just say this is the language used by the Act (likely derived from the Act's partial focus on fisheries, as most relevant to NOAA NMFS). We would welcome all scientific and related data that might inform our decision.

Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Wed, Oct 19, 2016 at 6:36 PM, Baker, Serena <serena_baker@fws.gov> wrote:

Hello Team,

I welcome your insights on how I should respond to the reporter.

Thanks!

Serena Baker

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



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

From: **Dennis Webb** <dennis.webb@gjsentinel.com>
Date: Wed, Oct 19, 2016 at 5:52 PM
Subject: non-deadline wolverine question
To: "Baker, Serena" <serena_baker@fws.gov>

Hi Serena

I plan to write up something this week (not tonight) on FWS taking comments on the proposed wolverine listing. I'm just wondering, where your news release talks about scientific and commercial information, what is meant by commercial? Possible impacts to skiing, snowmobiling, etc.?

Thanks

Dennis

Dennis Webb
Reporter
Grand Junction (Colo.) Daily Sentinel
970-773-4274
dennis.webb@gjsentinel.com

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From: [Willey, Seth](#)
To: [Shoemaker, Justin](#)
Subject: Fwd: State of Idaho request for extension on wolverine proposal
Date: Wednesday, November 16, 2016 2:22:05 PM
Attachments: [WolverineExtensionLetterNovember2016.pdf](#)
[Request for extension of comment period.pdf](#)

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Willey, Seth** <seth_willey@fws.gov>
Date: Thu, Nov 3, 2016 at 9:10 AM
Subject: Fwd: State of Idaho request for extension on wolverine proposal
To: Marjorie Nelson <Marjorie_Nelson@fws.gov>, "Thabault, Michael" <michael_thabault@fws.gov>, Sarah Backsen <sarah_backsen@fws.gov>, "Jacobsen, Dana" <Dana.Jacobsen@sol.doi.gov>

FYI. This is the second one of these we've gotten. (attaching both here). We should discuss

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

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

From: **Sam Eaton** <Sam.Eaton@osc.idaho.gov>
Date: Wed, Nov 2, 2016 at 5:27 PM
Subject: State of Idaho request for extension on wolverine proposal
To: "Jodi L. Bush" <jodi_bush@fws.gov>
Cc: "Dustin T. Miller" <Dustin.Miller@osc.idaho.gov>, Joshua Uriarte <Joshua.Uriarte@osc.idaho.gov>, "jeff.gould@idfg.idaho.gov" <jeff.gould@idfg.idaho.gov>, "Sallabanks,Rex" <rex.sallabanks@idfg.idaho.gov>, "Trever,Kathleen" <kathleen.trever@idfg.idaho.gov>, "Mackey, Dennis" <dennis_mackey@fws.gov>, "Baker, Serena" <serena_baker@fws.gov>, "Willey, Seth" <seth_willey@fws.gov>, "greg_m_hughes@fws.gov" <greg_m_hughes@fws.gov>

Hi Jodi,

Attached is a scanned copy of the letter we sent you today via U.S. mail requesting an extension of time to comment on the wolverine proposal. As we've discussed and stated in the letter, we have some concerns about the FR notice triggering the 12-month timeframe to finish a final rule. We'd like to set up a time to talk with you and your staff to possibly alleviate some of our concerns. Let us know what works with your schedule.

Also, please let us know as soon as you can if you'll be granting an extension. Thank you!

Take care,

Sam Eaton

Deputy Administrator | Legal Counsel

Governor's Office of Species Conservation

208.332.1552 | sam.eaton@osc.idaho.gov

OFFICE OF SPECIES CONSERVATION

C.L. "BUTCH" OTTER
Governor



P.O. Box 83720
Boise, Idaho 83720-0195

DUSTIN T. MILLER
Administrator

304 North Eighth Street, Suite 149
Boise, Idaho 837

November 2, 2016

Jodi Bush
Supervisor – Montana Field Office
U.S. Fish and Wildlife Service
585 Shepard Way
Helena, MT 59601

RE: Request for an extension to comment on the proposal to list the North American wolverine.

Ms. Bush,

Please accept this letter as a formal request for a time extension on the reopening of the proposed rule to list the distinct population segment of the North American wolverine as threatened under the Endangered Species Act (ESA) (81 Fed. Reg. 71670, October 18, 2016). The proposal, drafted by the U.S. Fish and Wildlife Service (Service), reopens for comment the February 4, 2013, proposed rule to list the distinct population segment of the wolverine occurring in the contiguous United States as threatened as well as initiating a new status review of the North American wolverine to determine if the DPS meets the definition of a threatened species. As you are aware, Idaho is home to this highly reclusive species and currently supports a functioning population.

Idaho continues to be a leader in the conservation of the North American wolverine, and the State has a substantial interest in fully assessing and understanding the information within the proposed rule and/or status review, including the modeling data used to support the Service's determination. After reading the Federal Register proposal dated October 18, 2016, it appears to reopen the comment period for the proposed rule, thus triggering the 12-month requirement to publish a final rule under the ESA regulations. Conversely, based on conversations with the Service, the intent of the notice is to comply with a court order and to initiate a status review for additional scientific information. Therefore, because of the ambiguity within the Federal Register notice, the State needs clarification as well as additional time to properly review the proposal and provide substantive comments on the impacts associated with this complex issue.

For the reasons stated above, the State respectfully requests an additional 30 days to allow Idaho and other interested parties to review this proposal. Thank you for your consideration and timely response to this request.

Sincerely,

A handwritten signature in blue ink that reads "Dustin T. Miller".

Dustin T. Miller



Willey, Seth <seth_willey@fws.gov>

Fwd: Wolverine Proposal

Bush, Jodi <jodi_bush@fws.gov>
To: "Willey, Seth" <seth_willey@fws.gov>

Wed, Nov 2, 2016 at 5:18 PM

Seth. Can I just give this lawyer and his group more time to respond without extending the open comment period? I know we plan on reopening at some point -maybe soon but I am thinking that going ahead and letting them know that they can send in information up to December 17th might be the easiest course to deal with this request. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

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

From: **D'Angelo, Wayne J.** <WDAngelo@kelleydrye.com>
Date: Mon, Oct 31, 2016 at 10:02 AM
Subject: Wolverine Proposal
To: "jodi_bush@fws.gov" <jodi_bush@fws.gov>

Hi Jodi, Thanks for taking my call today. I've attached a link for the request for extension that I referenced in our call. As we discussed, my client is seeking a modest extension of the comment period for the re-issued proposed rule. You mentioned that, in addition to the 30-day deadline announced in the Federal Register on October 18, 2016, FWS would soon initiate a new review of the wolverine status and would accept public comment during that status review as well. If my clients are assured an additional opportunity to comment on the proposed listing of the wolverine and can be assured that those comments will be considered in the Service's ultimate listing decision, the need for an extension of the November 17th comment deadline would be somewhat mitigated.

Please confirm that, after the initial November 17th comment deadline, FWS will provide a subsequent comment opportunity to stakeholders interested in providing comment on the proposed listing of the North American Wolverine.

Thanks again for taking the time to discuss this with me. Please let me know if you have any questions or would like to discuss further.

-Wayne

<https://www.regulations.gov/document?D=FWS-R6-ES-2016-0106-0028>

KELLEY

DRYE

Wayne D'Angelo

Kelley Drye & Warren LLP
Washington Harbour, Suite 400
3050 K Street, NW, Washington, DC 20007
o: (202) 342-8525 | m: (202) 329-3977
wdangelo@kelleydrye.com
Website

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From: [Bush, Jodi](#)
To: [Willey, Seth](#)
Cc: [Grizzle, Betty](#); [Shoemaker, Justin](#); [Marjorie Nelson](#); [Thabault, Michael](#); [Gregory Hughes](#)
Subject: Re: Wolverine letter - extension request
Date: Friday, November 18, 2016 2:15:21 PM

Nope. It was sent to me. I'll take your letter (if no-one disagrees) and finalize and send out.
JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Fri, Nov 18, 2016 at 1:37 PM, Willey, Seth <seth_willey@fws.gov> wrote:
oh, and did you want it to come from this office (Noreen/Matt/Mike?)? your call

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Fri, Nov 18, 2016 at 1:15 PM, Bush, Jodi <jodi_bush@fws.gov> wrote:
I'll make the changes. Thanks Seth for drafting this and Betty thanks for comments. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Fri, Nov 18, 2016 at 1:10 PM, Grizzle, Betty <betty_grizzle@fws.gov> wrote:
Just a quick review...
I think I would remove "entirely" from last paragraph. There will be new material and analyses but some of the previous information will be used. Maybe best to say something like: "We are revisiting previous analyses and incorporating additional information..." Also, might want to add acknowledgement/appreciation of the State's conservation efforts for the wolverine, if appropriate.

On Fri, Nov 18, 2016 at 12:01 PM, Willey, Seth <seth_willey@fws.gov> wrote:
Hey Jodi and Betty,

Any comments on the attached letter? Does this meet the needs?

Thanks,
Seth

Seth L. Willey
Branch Chief for Classification and Recovery
Mountain-Prairie Region, USFWS
Seth_Willey@fws.gov
303-236-4257

On Fri, Nov 18, 2016 at 10:54 AM, Shoemaker, Justin <justin_shoemaker@fws.gov>
wrote:

Seth,

Here's a first shot at a letter. Let me know if you have suggestions. This one is for ID. I can modify for the other requester once you feel we have the message right.

It is on the I drive also:

I:\4. Mammals\Wolverine\FY17 Remanded action

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

--

Betty J. Grizzle, D.Env.
Fish and Wildlife Biologist
U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
2177 Salk Ave, Suite 250
Carlsbad, CA 92008
760-431-9440, ext. 215
760-431-5901 fax

From: [Bush, Jodi](#)
To: [Shoemaker, Justin](#); [Betty Grizzle](#)
Subject: Re: Wolverine SSA Core Team Call Scheduling
Date: Monday, November 21, 2016 2:01:25 PM

I don't typically take part in these but will keep them on my schedule. Please let me know if for any particular one -you need me to call in. JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Mon, Nov 21, 2016 at 1:44 PM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:
Team,

Please fill out the poll so we can find a time to have a regular coordination call on the wolverine SSA and listing determination. I'd like to schedule a call for the week of Dec. 5. Then we will have regular calls every 2-4 wks on the same day and time, so keep that in mind while filling out the poll.

<http://doodle.com/poll/wxr7h527xfi4t7fz>

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

From: [Shoemaker, Justin](#)
To: [Seth Willey](#); [Jodi Bush](#); [Grizzle, Betty](#); [Caitlin Snyder](#); [Bryon Holt](#); [Steven Detwiler](#); [Kim Turner](#); [Jacobsen, Dana](#)
Cc: [Kit Hershey](#); [Russell, Daniel](#); [Serena Baker](#); [Dikeman, Hayley](#)
Subject: Wolverine DIP letter - listing determination/SSA
Date: Tuesday, November 22, 2016 10:43:29 AM
Attachments: [20161122_LTR_Interested Party Wolverine Initiation of Status Review.docx](#)
[20161122_LTR_Interested Party Wolverine Initiation of Status Review.pdf](#)

Team,

We need your help in getting wolverine DIP letters sent out to States, Federal Agencies, and Tribes as soon as possible. Attached is a PDF of the DIP letter for the wolverine status determination/SSA signed by Jodi at the MTFO. You can either send that out or take the word version attached that can be revised with letterhead from your offices and signed accordingly. Please do not send out a word file to counterparts, send a signed PDF only.

We are leaving it up to core team members to coordinate within your regions, FOs, and external affairs programs as necessary to get this done. If you have questions or concerns you can reach out to Betty Grizzle.

We hope to have a core team call in a few weeks, plan to report back on the status of the DIP letters in your regions at that time.

Thanks.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov

United States Department of the Interior

Fish and Wildlife Service



Ecological Services

Name of Office

Address

City, State Zip

Phone: (xxx) xxx-xxxx Fax: (xxx) xxx-xxxx



In Reply Refer To:

FWS/RX/XXXX/wolverine

November 22, 2016

Dear Interested Party:

The U.S. Fish and Wildlife Service (Service) is in the process of determining the status of the distinct population segment (DPS) of the North American wolverine (*Gulo gulo luscus*; wolverine) in the contiguous United States.

On February 4, 2013, we published a proposed rule to list the DPS of wolverine occurring in the contiguous United States as threatened, under the Act, with a proposed rule under section 4(d) of the Act that outlines the prohibitions necessary and advisable for the conservation of the wolverine (78 FR 7864). We also published on February 4, 2013, a proposed rule to establish a nonessential experimental population area for the North American wolverine in the Southern Rocky Mountains of Colorado, northern New Mexico, and southern Wyoming (78 FR 7890). On August 13, 2014, based on our conclusion that the factors affecting the DPS as identified in the proposed rule were not as significant as believed at the time of the proposed rule's publication in 2013, we withdrew the proposed rule to list the DPS of the North American wolverine as a threatened species under the Act (79 FR 47522). In October 2014, complaints were filed in the District Court for the District of Montana by several organizations challenging the withdrawal of the proposal to list the North American wolverine DPS. As a result of the court order (issued April 4, 2016), the August 13, 2014, withdrawal was vacated and remanded to the Service for further consideration consistent with the order.

In effect, the court's action returns the process to the proposed rule stage, and the status of the wolverine under the Act has effectively reverted to that of a proposed species for the purposes of consultation under section 7 of the Act. On October 18, 2016, we published a *Federal Register* Notice reopening the comment period for 30 days on our February 4, 2013, proposed rule to list the distinct population segment of wolverine and announcing our initiation of a new status review of the wolverine, to determine whether this distinct population segment meets the definition of an endangered or threatened species under the Act, and request new information to inform our status review (81 FR 71670).

The wolverine is a medium-sized mammal that resembles a small bear with a bushy tail. Wolverines in North America occupy a wide variety of alpine, boreal, and arctic habitats. The wolverine in the contiguous United States is distributed across parts of the northern Rocky Mountains in Idaho, Montana, and Wyoming, and the Northern Cascades in Washington. Previously gathered biological and threat assessment information for the wolverine can be found

Dear Interested Party

in our February 4, 2013, proposed rule, available online at <http://ecos.fws.gov/ecp0/profile/speciesProfile?sPCODE=A0FA>.

For this status review, we will be using the Species Status Assessment (SSA) framework to guide our evaluation of the wolverine. The SSA framework is an analytical approach that characterizes a species' ability to sustain populations over time based on the best scientific understanding of current and future abundance and distribution, taking into consideration any threats, stressors, or conservation efforts that could influence or affect the species' status. An SSA is grounded in conservation biology principles and is a transparent and explicit analysis based solely on the best available science. We complete the SSA before any policies are applied or decisions are made, which provides greater flexibility for us to engage with our partners and solicit peer review. The SSA generates clear, logical analyses that not only supports our decisions under the Endangered Species Act (Act), but provides foundational, biological information to help guide species conservation.

As we develop the SSA, we encourage our conservation partners and all interested parties to provide any new information regarding the status of the wolverine. Additionally, we may contact your species experts directly for additional information on the species, request reviews of draft documents, and if needed, ask for their participation in coordination meetings or expert workshops. We greatly appreciate the expertise, involvement, and time of your staff.

Over the next several months, we will be gathering and analyzing available information on the wolverine as part of our process to determine their status. We are required to use the best scientific and commercial data available in our status review, which ensures any potential listing determination is as accurate and effective as possible. Following the status review, the Service will either publish a rule that proposes protections under the Act for the wolverine, or a not-warranted listing determination in the *Federal Register* in late 2017. A final listing rule, if appropriate, would be published in the *Federal Register* in 2018.

With this letter we are providing early notification to interested parties that we are initiating the status review process for wolverine and are seeking your input to ensure we have the best available information upon which to inform the status review. At this time, we are seeking information and data regarding the following items:

- General information concerning the taxonomy, biology, ecology, genetics, and status of the wolverine;
- Specific information on the conservation status of the wolverine, including information on distribution, abundance, and population trends;
- Specific information on threats to the wolverine, including: (i) the present or threatened destruction, modification, or curtailment of its habitat or range; (ii) overutilization for commercial, recreational, scientific, or educational purposes; (iii) disease or predation; (iv) the inadequacy of existing regulatory mechanisms; and (v) other natural or manmade

Dear Interested Party

factors affecting its continued existence;

- Habitat selection, use, and any changes or trends in the amount and distribution of wolverine habitat;
- Habitat requirements for feeding, breeding, and sheltering, including particular physical or biological features that are essential to the conservation of the wolverine and where such physical or biological features are found;
- Whether any of these features may require special management considerations or protection;
- Specific areas outside the geographical area occupied by the wolverine that may be essential for the conservation of the species;

We will accept new information throughout this process; however, we respectfully request that you provide any pertinent information as soon as possible and not later than December 30, 2016, to ensure we have adequate time to consider it during our status review. Please be aware that all data and information submitted to us including names and addresses will become part of the decisional record for this package and may be made public.

Information should be submitted to Betty Grizzle of the Carlsbad Fish and Wildlife Office at:

U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
Attn: Betty Grizzle
2177 Salk Ave, Suite 250
Carlsbad, CA 92008

Thank you for your interest in the conservation of the wolverine. If you would like additional information or have questions about the species, please contact Betty Grizzle at (760) 431-9440, extension 215, or betty_grizzle@fws.gov.

Sincerely,

/Signed/

Name
Title

United States Department of the Interior

Fish and Wildlife Service

Ecological Services

Montana Field Office

585 Shepard Way, Suite 1

Helena, Montana 59601-6287

Phone: (406) 449-5225 Fax: (406) 449-5339



In Reply Refer To:
FWS/R6/MTESO/wolverine

November 22, 2016

Dear Interested Party:

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Dear Interested Party

in our February 4, 2013, proposed rule, available online at <http://ecos.fws.gov/ecp0/profile/speciesProfile?scode=A0FA>.

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As we develop the SSA, we encourage our conservation partners and all interested parties to provide any new information regarding the status of the wolverine. Additionally, we may contact your species experts directly for additional information on the species, request reviews of draft documents, and if needed, ask for their participation in coordination meetings or expert workshops. We greatly appreciate the expertise, involvement, and time of your staff.

Over the next several months, we will be gathering and analyzing available information on the wolverine as part of our process to determine their status. We are required to use the best scientific and commercial data available in our status review, which ensures any potential listing determination is as accurate and effective as possible. Following the status review, the Service will either publish a rule that proposes protections under the Act for the wolverine, or a not-warranted listing determination in the *Federal Register* in late 2017. A final listing rule, if appropriate, would be published in the *Federal Register* in 2018.

With this letter we are providing early notification to interested parties that we are initiating the status review process for wolverine and are seeking your input to ensure we have the best available information upon which to inform the status review. At this time, we are seeking information and data regarding the following items:

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Dear Interested Party

factors affecting its continued existence;

- Habitat selection, use, and any changes or trends in the amount and distribution of wolverine habitat;
- Habitat requirements for feeding, breeding, and sheltering, including particular physical or biological features that are essential to the conservation of the wolverine and where such physical or biological features are found;
- Whether any of these features may require special management considerations or protection;
- Specific areas outside the geographical area occupied by the wolverine that may be essential for the conservation of the species;


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Information should be submitted to Betty Grizzle of the Carlsbad Fish and Wildlife Office at:

U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
Attn: Betty Grizzle
2177 Salk Ave, Suite 250
Carlsbad, CA 92008

Thank you for your interest in the conservation of the wolverine. If you would like additional information or have questions about the species, please contact Betty Grizzle at (760) 431-9440, extension 215, or betty_grizzle@fws.gov.

Sincerely,



Jodi Bush
Office Supervisor

From: [Baker, Serena](#)
To: [Justin Shoemaker](#); [Betty Grizzle](#); [Jodi L. Bush](#)
Subject: Fwd: Wolverine DIP letter - listing determination/SSA
Date: Tuesday, November 22, 2016 11:23:46 AM
Attachments: [image005.png](#)
[20161122_LTR_Interested Party Wolverine Initiation of Status Review.docx](#)
[20161122_LTR_Interested Party Wolverine Initiation of Status Review.pdf](#)

Hello Team,

I've asked our Tribal Liaison to assist. I'll report back progress. Thanks!

Serena Baker

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



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

From: **Baker, Serena** <serena_baker@fws.gov>
Date: Tue, Nov 22, 2016 at 11:21 AM
Subject: Fwd: Wolverine DIP letter - listing determination/SSA
To: Ivy Allen <ivy_allen@fws.gov>
Cc: Roya Mogadam <roya_mogadam@fws.gov>, Anna Muñoz <anna_munoz@fws.gov>

Hi Ivy,

Please see the "ask" below. Thanks!

Serena Baker

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Serena_Baker@fws.gov



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

From: **Shoemaker, Justin** <justin_shoemaker@fws.gov>

Date: Tue, Nov 22, 2016 at 10:43 AM

Subject: Wolverine DIP letter - listing determination/SSA

To: Seth Willey <seth_willey@fws.gov>, Jodi Bush <jodi_bush@fws.gov>, "Grizzle, Betty" <betty_grizzle@fws.gov>, Caitlin Snyder <caitlin_snyder@fws.gov>, Bryon Holt <bryon_holt@fws.gov>, Steven Detwiler <steven_detwiler@fws.gov>, Kim Turner <kim_s_turner@fws.gov>, "Jacobsen, Dana" <Dana.Jacobsen@sol.doi.gov>

Cc: Kit Hershey <kit_hershey@fws.gov>, "Russell, Daniel" <daniel_russell@fws.gov>, Serena Baker <serena_baker@fws.gov>, "Dikeman, Hayley" <hayley_dikeman@fws.gov>

Team,

We need your help in getting wolverine DIP letters sent out to States, Federal Agencies, and Tribes as soon as possible. Attached is a PDF of the DIP letter for the wolverine status determination/SSA signed by Jodi at the MTFO. You can either send that out or take the word version attached that can be revised with letterhead from your offices and signed accordingly. Please do not send out a word file to counterparts, send a signed PDF only.

We are leaving it up to core team members to coordinate within your regions, FOs, and external affairs programs as necessary to get this done. If you have questions or concerns you can reach out to Betty Grizzle.

We hope to have a core team call in a few weeks, plan to report back on the status of the DIP letters in your regions at that time.

Thanks.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov



United States Department of the Interior

Fish and Wildlife Service



Ecological Services

Name of Office

Address

City, State Zip

Phone: (xxx) xxx-xxxx Fax: (xxx) xxx-xxxx



In Reply Refer To:

FWS/RX/XXXX/wolverine

November 22, 2016

Dear Interested Party:

The U.S. Fish and Wildlife Service (Service) is in the process of determining the status of the distinct population segment (DPS) of the North American wolverine (*Gulo gulo luscus*; wolverine) in the contiguous United States.

On February 4, 2013, we published a proposed rule to list the DPS of wolverine occurring in the contiguous United States as threatened, under the Act, with a proposed rule under section 4(d) of the Act that outlines the prohibitions necessary and advisable for the conservation of the wolverine (78 FR 7864). We also published on February 4, 2013, a proposed rule to establish a nonessential experimental population area for the North American wolverine in the Southern Rocky Mountains of Colorado, northern New Mexico, and southern Wyoming (78 FR 7890). On August 13, 2014, based on our conclusion that the factors affecting the DPS as identified in the proposed rule were not as significant as believed at the time of the proposed rule's publication in 2013, we withdrew the proposed rule to list the DPS of the North American wolverine as a threatened species under the Act (79 FR 47522). In October 2014, complaints were filed in the District Court for the District of Montana by several organizations challenging the withdrawal of the proposal to list the North American wolverine DPS. As a result of the court order (issued April 4, 2016), the August 13, 2014, withdrawal was vacated and remanded to the Service for further consideration consistent with the order.

In effect, the court's action returns the process to the proposed rule stage, and the status of the wolverine under the Act has effectively reverted to that of a proposed species for the purposes of consultation under section 7 of the Act. On October 18, 2016, we published a *Federal Register* Notice reopening the comment period for 30 days on our February 4, 2013, proposed rule to list the distinct population segment of wolverine and announcing our initiation of a new status review of the wolverine, to determine whether this distinct population segment meets the definition of an endangered or threatened species under the Act, and request new information to inform our status review (81 FR 71670).

The wolverine is a medium-sized mammal that resembles a small bear with a bushy tail. Wolverines in North America occupy a wide variety of alpine, boreal, and arctic habitats. The wolverine in the contiguous United States is distributed across parts of the northern Rocky Mountains in Idaho, Montana, and Wyoming, and the Northern Cascades in Washington. Previously gathered biological and threat assessment information for the wolverine can be found

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For this status review, we will be using the Species Status Assessment (SSA) framework to guide our evaluation of the wolverine. The SSA framework is an analytical approach that characterizes a species' ability to sustain populations over time based on the best scientific understanding of current and future abundance and distribution, taking into consideration any threats, stressors, or conservation efforts that could influence or affect the species' status. An SSA is grounded in conservation biology principles and is a transparent and explicit analysis based solely on the best available science. We complete the SSA before any policies are applied or decisions are made, which provides greater flexibility for us to engage with our partners and solicit peer review. The SSA generates clear, logical analyses that not only supports our decisions under the Endangered Species Act (Act), but provides foundational, biological information to help guide species conservation.

As we develop the SSA, we encourage our conservation partners and all interested parties to provide any new information regarding the status of the wolverine. Additionally, we may contact your species experts directly for additional information on the species, request reviews of draft documents, and if needed, ask for their participation in coordination meetings or expert workshops. We greatly appreciate the expertise, involvement, and time of your staff.

Over the next several months, we will be gathering and analyzing available information on the wolverine as part of our process to determine their status. We are required to use the best scientific and commercial data available in our status review, which ensures any potential listing determination is as accurate and effective as possible. Following the status review, the Service will either publish a rule that proposes protections under the Act for the wolverine, or a not-warranted listing determination in the *Federal Register* in late 2017. A final listing rule, if appropriate, would be published in the *Federal Register* in 2018.

With this letter we are providing early notification to interested parties that we are initiating the status review process for wolverine and are seeking your input to ensure we have the best available information upon which to inform the status review. At this time, we are seeking information and data regarding the following items:

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Dear Interested Party

factors affecting its continued existence;

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We will accept new information throughout this process; however, we respectfully request that you provide any pertinent information as soon as possible and not later than December 30, 2016, to ensure we have adequate time to consider it during our status review. Please be aware that all data and information submitted to us including names and addresses will become part of the decisional record for this package and may be made public.

Information should be submitted to Betty Grizzle of the Carlsbad Fish and Wildlife Office at:

U.S. Fish and Wildlife Service
Carlsbad Fish and Wildlife Office
Attn: Betty Grizzle
2177 Salk Ave, Suite 250
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Thank you for your interest in the conservation of the wolverine. If you would like additional information or have questions about the species, please contact Betty Grizzle at (760) 431-9440, extension 215, or betty_grizzle@fws.gov.

Sincerely,

/Signed/

Name
Title

United States Department of the Interior

Fish and Wildlife Service

Ecological Services

Montana Field Office

585 Shepard Way, Suite 1

Helena, Montana 59601-6287

Phone: (406) 449-5225 Fax: (406) 449-5339



In Reply Refer To:
FWS/R6/MTESO/wolverine

November 22, 2016

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Dear Interested Party

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Sincerely,



Jodi Bush
Office Supervisor

From: [Kit Hershey](#)
To: [Tom McDowell](#); [Jeffrey Dillon](#); [Kathleen Hendricks](#); [Bryon Holt](#)
Cc: [Justin Shoemaker](#)
Subject: FW: Wolverine DIP letter - listing determination/SSA
Date: Tuesday, November 22, 2016 11:41:25 AM
Attachments: [20161122_LTR_Interested Party Wolverine Initiation of Status Review.docx](#)
[20161122_LTR_Interested Party Wolverine Initiation of Status Review.pdf](#)

Hi all,

Please see Justin's note below. I'm not sure how each of your offices distributes DIP letters (i.e., if your External Affairs or Listing folks send out) but Justin needs the .pdf distributed to interested parties asap. Thanks for your help in this effort and please let Bryon Holt (R1 core team member) know of status of these letters. kit

Kit Hershey
Chief, Branch of Listing and Critical Habitat
US Fish and Wildlife Service
Portland Regional Office
911 NE 11th Avenue
Portland, OR 97232
(503) 231-6869

From: Shoemaker, Justin [mailto:justin_shoemaker@fws.gov]
Sent: Tuesday, November 22, 2016 9:43 AM
To: Seth Willey; Jodi Bush; Grizzle, Betty; Caitlin Snyder; Bryon Holt; Steven Detwiler; Kim Turner; Jacobsen, Dana
Cc: Kit Hershey; Russell, Daniel; Serena Baker; Dikeman, Hayley
Subject: Wolverine DIP letter - listing determination/SSA

Team,

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Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214

Email: justin_shoemaker@fws.gov

United States Department of the Interior

Fish and Wildlife Service



Ecological Services

Name of Office

Address

City, State Zip

Phone: (xxx) xxx-xxxx Fax: (xxx) xxx-xxxx



In Reply Refer To:

FWS/RX/XXXX/wolverine

November 22, 2016

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/Signed/

Name
Title

United States Department of the Interior

Fish and Wildlife Service

Ecological Services

Montana Field Office

585 Shepard Way, Suite 1

Helena, Montana 59601-6287

Phone: (406) 449-5225 Fax: (406) 449-5339



In Reply Refer To:
FWS/R6/MTESO/wolverine

November 22, 2016

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Jodi Bush
Office Supervisor

From: [Bush, Jodi](#)
To: [Baker, Serena](#)
Cc: [Shoemaker, Justin](#); [Grizzle, Betty](#); [Seth Willey](#)
Subject: Re: Wolverine DIP letter - listing determination/SSA
Date: Tuesday, November 22, 2016 1:32:57 PM
Attachments: [image005.png](#)

please include NM and Utah. Thank you! Betty do you have any other additions? JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

On Tue, Nov 22, 2016 at 12:19 PM, Baker, Serena <serena_baker@fws.gov> wrote:

Good afternoon team,

I have shared with R1, R8, and Native American Liaisons, but I want to ensure I am including all who need to within the North American wolverine range. From ECOS, I see: <http://ecos.fws.gov/ecp0/profile/speciesProfile?scode=A0FA>

- States/US Territories in which the North American wolverine, Wherever found is known to or is believed to occur: [California](#) , [Colorado](#) , [Idaho](#) , [Montana](#) , [Nevada](#) , [New Mexico](#) , [Oregon](#) , [Utah](#) , [Washington](#) , [Wyoming](#)

When we reopened the comment period I gave R2, New Mexico, a courtesy heads up, but because we were not including the 10(j) or 4(d) rules, they did not actively participate in the rollout. I do not believe I included Utah. Should I?

Happy to do so, if you recommend. Just let me know when you have a moment. Thanks so much!

Serena Baker

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



On Tue, Nov 22, 2016 at 10:43 AM, Shoemaker, Justin <justin_shoemaker@fws.gov> wrote:

Team,

We need your help in getting wolverine DIP letters sent out to States, Federal Agencies, and Tribes as soon as possible. Attached is a PDF of the DIP letter for the wolverine status determination/SSA signed by Jodi at the MTFO. You can either send that out or take the word version attached that can be revised with letterhead from your offices and signed accordingly. Please do not send out a word file to counterparts, send a signed PDF only.

We are leaving it up to core team members to coordinate within your regions, FOs, and external affairs programs as necessary to get this done. If you have questions or concerns you can reach out to Betty Grizzle.

We hope to have a core team call in a few weeks, plan to report back on the status of the DIP letters in your regions at that time.

Thanks.

Justin Shoemaker
Senior Listing Biologist
U.S. Fish and Wildlife Service, Region 6
1511 47th Avenue, Moline, IL 61265
Phone: 309-757-5800 ext. 214
Email: justin_shoemaker@fws.gov



From: [Grizzle, Betty](#)
To: [Bush, Jodi](#)
Cc: [Baker, Serena](#); [Shoemaker, Justin](#); [Seth Willey](#)
Subject: Re: Wolverine DIP letter - listing determination/SSA
Date: Tuesday, November 22, 2016 1:37:32 PM
Attachments: [image005.png](#)

No, I talked to R8 External Affairs (here in our office today) and she is coordinating with our liaison.

On Tue, Nov 22, 2016 at 12:32 PM, Bush, Jodi <jodi_bush@fws.gov> wrote:
please include NM and Utah. Thank you! Betty do you have any other additions? JB

Jodi L. Bush
Office Supervisor
Montana State Ecological Services Office
585 Shepard Way, Suite 1
Helena, MT 59601
(406) 449-5225, ext.205

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Betty J. Grizzle, D.Env.
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