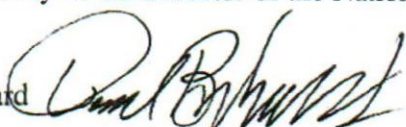




THE DEPUTY SECRETARY OF THE INTERIOR  
WASHINGTON

JUN 04 2018

To: Senior Advisor to the Secretary, Exercising the Authority of the Assistant Secretary For Fish Wildlife and Parks  
Deputy Director, Exercising the Authority of the Director of the National Park Service

From: Chair of the Executive Resources Board 

Subject: Approval of Requested Reassignments within the Senior Executive Service (SES)

On Friday, June 1, 2018, the Executive Resources Board (ERB) convened and received the Senior Advisor to the Secretary, Exercising the Authority of the Assistant Secretary For Fish Wildlife and Parks' presentation regarding four pending reassignment requests related to the National Park Service. As you know, the inclusion of an explanatory presentation for proposed reassignment decisions is one of several best practices that the ERB has implemented.

As the Chair of the ERB, I wanted to convey that the ERB appreciated: the presentation of the proposals, the development of reasoned written memoranda explaining the requests, the relevant biographical material, your obvious communication with the employees before submitting the requests to the ERB, and your insightful responses to questions raised by the ERB during your presentation -- including the reasoned explanation of costs to the United States associated with the proposals.

The ERB approved your requests. That approval is documented by my signature on behalf of the ERB on the provided concurrence memorandums. These approvals are consistent with the plan I announced to the Department's senior executives on December 4, 2017. The December 4, 2017 plan seeks to strike a balance between the important values of leadership continuity and achieving fresh perspectives, while enabling the reassignment of senior executives to best accomplish the agency's mission. Your recommendations achieve that goal. In addition, the ERB's approval is consistent with the recently implemented best practices the ERB has adopted.

Finally, as noted in a recent evaluation of the Inspector General, senior executives may have perceptions of the reasons for reassignment decisions and surprisingly those perceptions may not align with the actual written material provided to the employee or the ERB. The ERB's requirement that the employee be communicated with prior to the ERB considering the proposal is intended to minimize that potential. I want you to know that throughout the deliberation within the ERB, these approvals were obtained on their merits. The ERB's decision was rendered after examining the written material submitted, listening to the presentation, and conducting the ERB's deliberations with the Department's H.R. team in the deliberation room to further ensure transparency and the appropriateness of the factors considered.

We look forward to working with you over the next 60 days.