



BLM November 2019 Executive Leadership Team Meeting Readout

1 message

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BLM Employees,

During the week of November 5th, the Executive Leadership Team (ELT) met for three days in Grand Junction, CO, the home of our new headquarters. We were also honored to have both Jim Cason, Associate Deputy Secretary and Casey Hammond, Principal Deputy Assistant Secretary for Land and Minerals Management, at the meeting for a couple of the days. We focused on the work we have done over the last year in support of the Secretary's priorities and reaffirmed our commitment to these priorities.

We also reflected on the Bureau's many accomplishments in Fiscal Year 2019. The ELT members stood and gave you all a round of applause. THANK YOU for all of your continued hard work, dedication and commitment to serving the public.

The accomplishments are too numerous to list in full, but major highlights include:

- In response to Secretarial Order 3355, BLM has made improvements in using the right level of NEPA, and Environmental Impact Statements have dramatically improved in content, quality and reduced length.
- The BLM made significant progress on many planning efforts, including Alaska's Coastal Plain EIS, Utah's Monument Plans, Wyoming's Buffalo RMP, Colorado's Uncompahgre RMP, Montana/Dakotas KXL pipeline (a Presidential priority), four major EISs in Arizona, including the Sonoran Valley Parkway and San Pedro Riparian NCA RMP, New Mexico's Carlsbad RMP, eight major EISs in Nevada, BLM Idaho issued three RODs for major EIS's in FY 19, including the Bruneau-Owyhee Sage grouse Habitat project and Great Basin Programmatic EIS for Fuel Breaks, Utah's Bears Ears National Monument-Monument Management Plans for Indian Creek and Shash Jaa Units-Final EIS and the Grand Staircase-Escalante National Monument EIS, and over 10 major EISs were completed in California.
- We made significant progress towards the implementation of the Dingell Act consistent with Secretarial Order 3374. The Department remains committed to furthering our achievements, and I ask for your continued leadership on meeting the goals and objectives of the Act, including responsiveness to implementing accomplishments and requests.
- Continued advancing the goals of Secretarial Order 3372 and to reduce wildfire risk by completing over 846,000 acres of fuels treatments and piloting other fuels reduction tools such as targeted grazing.
- We made incredible strides in the solid and fluid minerals programs, including resolution of placer mining issues in Alaska. We renewed two pending mineral leases for copper and nickel mining in Minnesota, increased by 200% APDs in New Mexico, reducing APD processing time to fewer than 100 days in the Montana/Dakotas, and working toward the completion of two oil and gas EISs to allow California to begin oil and gas leasing in Fiscal Year 2020.
- Obligated funding for 521 deferred maintenance projects, with 300 projects now under construction.
- Brought Oregon's timber program two years ahead of schedule and offered a record 272 million board feet of timber for sale.
- Increased law enforcement's engagement with partner agencies and established 99 agreements with County Sheriff's Offices across five regions for improved responsiveness.
- Processed 8,874 contracting or financial assistance actions, obligating nearly \$830 million.
- Achieved an audit closure rate of 100%, exceeding the Department's goal of 85%.
- Closed 900 Freedom of Information Act requests.

The ELT discussed a variety of other topics during the meeting, including the transition to the BLM West, new training for line officers, improvements to the HR processes, and the continued commitment to a workplace environment where employees feel valued and respected.

- **BLM West:** The ELT and Department leadership are dedicated to making the transition to the new headquarters as smooth as possible. We discussed operational and strategic considerations for the continuity of operations. As part of the commitment to provide current and relevant information to employees, a website, [Headquarters Move West](#) has been established to help answer questions.
- **HR Improvements:** The ELT continues to make progress on the HR Improvements Action Plan and has identified a Project Manager to help lead the 12 actions items. The Project Manager will be scheduling a kick-off meeting for all action item team members shortly after Thanksgiving. In addition, the ELT received a presentation from the National Operations Center (NOC) on personnel security requirements and processes to foster greater understanding of each BLM organization's roles and responsibilities in this area. State Offices were asked to contact the NOC to schedule individual briefings on
- **Harassment free Workplace:** Thanks to the efforts and great work of many of you, including the Leaders throughout the Bureau, we have made significant progress on our commitment to having a workplace culture free of harassment and discrimination. Among the actions we have taken, beginning in January 2020, we will begin implementing Bystander Intervention Training. You will start to receive monthly "pop up" videos providing a short training opportunity. Employees are encouraged to bookmark: BLM's [Harassment-Free website](#).

- **Line Officer Training:** In recognition of the need to improve support to our line officers (District Managers, Associate District Managers, Field Managers and Assistant Field Managers), the ELT approved a Line Officer Training program. The program will focus on enhancing line officer knowledge through classroom and on-line training, mentoring, and networking.

Moving forward in Fiscal Year 2020, the BLM will continue to focus on the Secretary's priorities that include:

- Completing the BLM move west and establishing the new BLM Headquarters in Grand Junction, CO
- Delegating decisions to the front lines
- Building a meaningful conservation legacy through increased public access
- Taking a hard look at regulations and modifying or eliminating those that are unnecessary
- Increasing energy development and timely processing of APDs and other permitting activities
- Implementing the Dingell Act as directed in Secretarial Order 3374
- Addressing overpopulation of wild horses and burros
- Completing rule making related to the realty, livestock grazing, and fuels programs
- Developing policy on the concession authority and the BLM's authority to collect donations

Perry and I would like to publically thank and congratulate Ed Roberson, BLM-Utah State Director on his upcoming retirement at the end of December. Ed has been part of the BLM for over 40 years, worked in a number of capacities and offices, and has served as a mentor to many employees in our organization. Again, thank you Ed for your dedication to the agency, your passion for BLM's mission, and your commitment to our employees and stakeholders. We wish you the best and a happy retirement!

In conclusion, we cannot emphasize enough how much we appreciate all of you. We want to take a moment to recognize all of the employees who have served in an acting capacity, often taking on increased workloads while being away from home and family. Working together, we are stronger – BLM strong! Thank you for making a difference every day with your work.

Take care and have a wonderful day! :)

Michael D. Nedd

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A thought to consider "Do all the good you can, in all the ways you can, for all the people you can, while you can!"

Working together we're stronger - "BLM Strong" - and our Core Values are "To serve with honesty, integrity, accountability, respect, courage, and commitment to make a difference."