

From: **Pendley, William**

Date: Tue, Oct 8, 2019 at 2:04 PM

Subject: Next Steps

To:

Dear Colleague -

This email provides additional information to keep you apprised of the Bureau of Land Management's (BLM's) relocation of positions in Washington, D.C., to the West to better serve the needs of the American people.

On July 16, then-Assistant Secretary Balash and Principal Deputy Assistant Secretary Hammond met at the M Street office with Washington Office employees regarding the relocation. On August 23 and September 3, I sent emails to alert you of possible employment opportunities in the U.S. Department of the Interior family for those unable to make to the move West. Then, on September 5, Deputy Director of Operations Michael Nedd and I met with employees at the M Street office and answered questions regarding the relocation. Further, on September 18, you received an Employee Notification letter from your supervisor that informed you of our decision regarding the position in which you currently serve.

I continue to encourage you to discuss any questions you may have regarding your situation with your supervisor and to make use of the Human Resources (HR) Benefits and Employee Relations Specialists as well as the Espyr, Inc. Employee Assistance Program experts we continue to make available to you, both to learn the facts regarding the position in which you are serving and to learn of other opportunities may be available to you within the BLM or the Department. As I testified before Congress on Tuesday, September 10, "Our perspective is that we do not want to lose a single employee." Our desire is to retain the knowledge, skills, and abilities of our experienced staff, but we recognize that your personal desires or situations may not be compatible with our decisions. We stand ready, willing, and able to be of assistance to you.

Procedurally, the next step for the BLM is to issue a Management Directed Geographic Reassignment (MDR) to each employee whose position is being relocated to the West.

For those who accept geographic reassignment, MDRs will allow the HR management team to provide the assistance you require, including, PCS orders, house hunting trips, temporary quarters, relocation incentive payments, etc. Receipt of an MDR in this case will permit you to plan, prepare for, and finalize your reassignment in an orderly fashion. In addition, the MDR will allow us the opportunity to work with you to determine the effective date of your reassignment.

For those who decline geographic reassignment, the MDR begins the process by which you are able to determine your best course of action. For example, if you wish to continue working in the Washington, D.C., area, we will help you identify positions in the BLM or the Department. If you are eligible for retirement and wish to consider that option, we will be able to discuss your next steps with you. The Department has requested approval for Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (VSIP) from the Office of Personnel Management and the Office of Management and Budget and is working to make those opportunities available to you. Alternatively, if you wish to

leave the BLM to work in another agency or the private sector, we can assist you with that process.

We will issue MDRs in the coming weeks. When you receive your MDR, you will have 30 days to decide whether to accept reassignment and an additional 90 days in which to report to your new duty station. Together, the 30-day notice and the 90-day reporting period will provide a total of 120 days for you to act on the directions included in the MDR you receive. We hope this interval will give you time to consider your options and your next steps. If you wish to begin your geographic reassignment sooner, we will work with you to achieve your goals.

We are also aware that you may have extenuating circumstances warranting additional flexibility. In such cases, we stand ready to consider alternative effective dates if you desire to remain with the BLM.

I hope this email provides helpful information for you. If you have any questions, please consult with your supervisor, the HR experts or Employee Assistance Program teams available to you. Additionally, you can access information about the BLM Headquarters Relocation at <https://blmspace.blm.doi.net/portal/SitePages/relocation.aspx>. Thank you for your patience, understanding, and assistance during this challenging time.

Best, Perry

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