

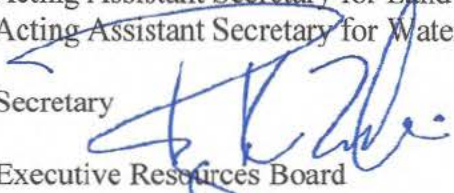


THE SECRETARY OF THE INTERIOR  
WASHINGTON

AUG 11 2017

**Memorandum**

**To:** Deputy Secretary  
Chief of Staff  
Associate Deputy Secretary  
Assistant Deputy Secretary  
White House Liaison  
Acting Solicitor  
Principal Deputy Assistant Secretary – Policy, Management and Budget  
Acting Assistant Secretary for Land and Minerals Management  
Acting Assistant Secretary for Water and Science

**From:** Secretary 

**Subject:** Executive Resources Board

On May 19, 2017, I established the Executive Resources Board (ERB). Effective the date of this memorandum, I am naming Deputy Secretary David Bernhardt to serve as the Chairperson of the ERB. I am also naming Mr. Todd Willens, Ms. Katharine MacGregor, and Ms. Andrea Travnicek as members of the ERB.

The membership of the ERB for the Department of the Interior (Department) is as follows:

- Deputy Secretary, *Chairperson*  
(Mr. David Bernhardt)
- Chief of Staff, *Member*  
(Mr. Scott Hommel)
- Associate Deputy Secretary, *Member*  
(Mr. James Cason)
- Assistant Deputy Secretary, *Member*  
(Mr. Todd Willens)
- White House Liaison, *Member*  
(Ms. Lori Mashburn)
- Acting Solicitor, *Member*  
(Mr. Daniel Jorjani)
- Principal Deputy Assistant Secretary – Policy, Management and Budget, *Member*  
(Mr. Scott Cameron)
- Acting Assistant Secretary for Land and Minerals Management, *Member*  
(Ms. Katharine MacGregor)
- Acting Assistant Secretary for Water and Science, *Member*  
(Ms. Andrea Travnicek)

The Deputy Assistant Secretary – Human Capital and Diversity/Chief Human Capital Officer (Ms. Mary Pletcher) will serve as an advisor to the ERB. The ERB will continue to play a prominent role in determining the executive resources needs of the Department’s bureaus and offices. The ERB will oversee all aspects of the management of executive resources to include Senior Executive Service, Senior Level, and Scientific and Professional resources. In addition, the ERB will retain final approval of other aspects of these programs, including position establishment, recruitment, qualification requirements, selection, pay setting, performance appraisals, performance awards, executive development, Presidential Rank Awards and all other recognition, and establishment of the Department’s Performance Review Boards.

cc: Inspector General  
Assistant Secretaries  
Heads of Bureaus and Offices