

From: [LeBlanc, Darren](#)
To: [Nelson, Marjorie \(Marj\)](#); [Hansen, Craig](#); [Broderdorp, Kurt](#); [Alt, Nicole](#)
Cc: [Toivonen, Lauren K](#); [Becker, Scott A](#)
Subject: Re: Talking points - 10j workload
Date: Wednesday, March 8, 2023 10:15:40 AM

There is no mention of a BO in the schedule. I've never been involved in a 10j rule, so I am not positive a BO is required, but I believe it is. If so, it would need to be completed and ready for signature by Aug 4, along with Steve's surname of the NOAs.

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(303) 236-4046

From: Nelson, Marjorie (Marj) <marjorie_nelson@fws.gov>
Sent: Wednesday, March 8, 2023 10:08 AM
To: Hansen, Craig <Craig_Hansen@fws.gov>; Broderdorp, Kurt <kurt_broderdorp@fws.gov>; Alt, Nicole <Nicole_Alt@fws.gov>
Cc: LeBlanc, Darren <darren_leblanc@fws.gov>; Toivonen, Lauren K <lauren_toivonen@fws.gov>; Becker, Scott A <scott_becker@fws.gov>
Subject: Re: Talking points - 10j workload

Thanks Craig,

Darren, did you want to add anything to the workload?

[Marjorie Nelson \(she/her\)](#)
[Deputy Assistant Regional Director, Ecological Services](#)
[Mountain-Prairie Region](#)
[U.S. Fish and Wildlife Service](#)
[720-582-3524 cell](#)

From: Hansen, Craig <Craig_Hansen@fws.gov>
Sent: Monday, March 6, 2023 2:46 PM
To: Broderdorp, Kurt <kurt_broderdorp@fws.gov>; Alt, Nicole <Nicole_Alt@fws.gov>; Nelson, Marjorie (Marj) <marjorie_nelson@fws.gov>
Cc: LeBlanc, Darren <darren_leblanc@fws.gov>; Toivonen, Lauren K <lauren_toivonen@fws.gov>; Becker, Scott A <scott_becker@fws.gov>
Subject: Re: Talking points - 10j workload

Greetings, Core Team + Marj:

Here is a document of talking points regarding the schedule for the final rule and associated documents over the next 11 months, with a variety of options for viewing or discussing the deliverables and their deadlines:

 [20230306_TPs_Final_Rule_Schedule_v1.docx](#)

Also a few points regarding this project and implications for my workload:

- In order to accommodate this demanding schedule in light of many other non-discretionary deadlines, Craig has cancelled his involvement to update and deliver two NCTC courses this spring and summer. He will also be unable to devote time to his recovery coordinator duties, and will not participate in national teams on recovery and SSAs.

From: Broderdorp, Kurt <kurt_broderdorp@fws.gov>

Sent: Monday, March 6, 2023 1:22 PM

To: Alt, Nicole <Nicole_Alt@fws.gov>; Nelson, Marjorie (Marj) <marjorie_nelson@fws.gov>

Cc: Hansen, Craig <Craig_Hansen@fws.gov>; LeBlanc, Darren <darren_leblanc@fws.gov>; Toivonen, Lauren K <lauren_toivonen@fws.gov>; Becker, Scott A <scott_becker@fws.gov>

Subject: Re: Talking points - 10j workload

Just for a little more context, while I am working on the 10j workload, my supervisor will likely need to distribute my workload to the remainder of our staff, all of whom have their own substantial workload. I will be far less available to mentor and assist our less experienced staff in accomplishing their work. I am also the Salinity Control Program Coordinator for FWS. The program generally has 4-6 coordination meetings per year, and it is unlikely that I will be able to perform my duties under that program until later in the year, and may be forced to miss an important Salinity Control Forum meeting upcoming in June.

From: Alt, Nicole <Nicole_Alt@fws.gov>

Sent: Monday, March 6, 2023 12:01 PM

To: Nelson, Marjorie (Marj) <marjorie_nelson@fws.gov>

Cc: Broderdorp, Kurt <kurt_broderdorp@fws.gov>; Hansen, Craig <Craig_Hansen@fws.gov>; LeBlanc, Darren <darren_leblanc@fws.gov>; Toivonen, Lauren K <lauren_toivonen@fws.gov>; Becker, Scott A <scott_becker@fws.gov>

Subject: Talking points - 10j workload

For context for all copied, we had a discussion with the RD last Friday about 10j issues including the timeline. He asked if it was doable and what the impact would be to meet it. Here's what I rattled off during the meeting and Marj will be following up to pass this information along to the RD. Please add any information that you think is important or edit my off the cuff talking points.

Colorado ES Field Office

- We have 3 base funded biologist positions in the Colorado Field Office, Kurt is one of those three. He's the lead biologist for the rule, tracking changes to the rule and the EIS, working with the contractor on comment responses, any consultation needed, and collaborating with Colorado agencies regarding consultation issues. From the close of the comment period through the summer, we expect he will be full-time on the rule and administrative FEIS. Kurt please fill in any other details.

- The Colorado Field Office - Western Supervisor position is vacant. A supervisor on the Western team is filling in on a 120-day detail. The COFO - Eastern Supervisor is focused on grasslands and lesser prairie chicken issues.

- The Colorado Supervisor spends between 50-75% of their time leading the 10j project. This includes coordinating with tribes and cooperating agencies; collaborating with states; managing modifications to the reimbursable agreement to secure the remaining funds from the state of Colorado; contract management and contractor direction; reviewing draft documents for key messages and direction; finding capacity through detailees to assist with the project; ensuring communication within the team, with partners, and with leadership; and, maintaining team morale and supporting team members and their development.

Regional Office and regional coordination

- The regional wolf coordinator is an integral part of this project and is pulled in multiple different directions including SSA and petition findings, national wolf conservation discussions. For Colorado, he is leading depredation management and coordination for the agency in Colorado, serves as a technical expert in Colorado's plan development, provides tribal coordination and technical assistance, and supports stakeholder engagement and coordination in Colorado. Scott is supervised by the Wyoming ES Field Office, and because of his work in Colorado, is unable to support additional work of the WY team.

As we've mentioned many times, we can do what we can. At critical points the timeline is out of our control. We will do our best to meet our internal timelines in the region. From there, it will be up to HQ and DOI to meet the key targets to be able to have the rule effective before the end of the year.

Hopefully this helps the discussion and preparing some talking points of the RD. Thanks for leading this discussion Marj and for supporting this team!

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The Colorado Ecological Services Office is moving toward 100% electronic project and technical assistance requests. To aid timely responses, please submit all requests to us via email. Send projects to: eastern slope - ColoradoES@fws.gov, or western slope - GrandJunctionES@fws.gov.