



United States Department of the Interior



BUREAU OF LAND MANAGEMENT

Wyoming State Office
5353 Yellowstone Road
Cheyenne, WY 82009
www.blm.gov/WY

June 17, 2021

In Reply Refer To:
1400-752 (WY933)

Memorandum

To: Walter Loewen, Planning & Environmental Specialist

From: Jennifer Fleuret McConchie, Branch Chief, Planning, Social, and Cultural Resources

Subject: Notice of Proposed Removal from Federal Service

This is notification of my proposal to remove you from your position of Planning & Environmental Specialist, GS-0301-12, Wyoming State Office, Bureau of Land Management, U.S. Department of the Interior, and from the federal service. Consistent with 5 U.S.C. Chapter 75, 5 C.F.R. Part 752, and 370 DM 752, I propose this adverse action against you for such cause, described herein, as will promote the efficiency of the Federal service. This proposed removal is based on the charges of unacceptable performance and failure to follow instructions.

If your removal is sustained in writing by June Shoemaker, Deputy State Director, Resource Services, the Deciding Official in this matter, it will become effective no sooner than thirty (30) calendar days from the date you received this proposal, which as explained below, you have the right to answer orally and/or in writing.

I. Background

On November 18, 2019, you and I met to initiate your Employee Performance Appraisal Plan (EPAP). During the meeting, we discussed your EPAP and the expectations I have for you in a full performance level, GS-0301-12 Planning & Environmental Specialist. You expressed no questions or concerns regarding the initiation of your EPAP and requested no additional guidance.

On January 14, 2020, following an incident with another staff member in which you declared “You were not a NEPA expert” I provided you a letter of expectations that further clarified your role, position, and my expectations for you in your current position. I also asked you if there were any training needs you required for you to be successful in this position, and that I would provide you the appropriate training. You did not identify any training needs, and you did not ask me any