

## **BLM Reorganization Announcement**

To All Employees:

As you know, I submitted an organization refinement proposal to Director Clarke and Assistant Secretary Rebecca Watson a few weeks ago. The proposal recommended refinements to Idaho BLM's organization in an effort to enhance customer service, increase management presence on public lands and gain efficiencies in staff-time. Over the past several months, I have provided periodic updates on the status of this proposal, and I also assured you that I would keep all employees updated on developments. This letter is to inform you that I received approval from the Department of Interior to proceed with the recommended organizational refinements. A press release to this effect will be issued later today.

With this approval, we can now begin work on defining the best approach for implementation of these refinements. I will be assembling some ad hoc teams, including a Management Oversight Implementation Team made up of myself, the Associate State Director, the Chief of External Affairs, the two Deputy State Directors, and the District Managers. It continues to be my commitment to implement these refinements, to the greatest degree possible, within existing budget and staffing levels and with the least disruption to staff and provision of services.

The refinements to Idaho BLM's existing organization include:

- Renaming the District Offices within the State:

In order to be consistent with BLM office title nomenclature as described in the BLM Manual Section 1201-Organization Management, I was directed to rename the Districts after the cities or towns in which they are located. This direction is fulfilled below.

- Establishing a Twin Falls District:

A new Twin Falls District Office will be established and located in Twin Falls, Idaho. It will be comprised of the Burley, Jarbidge, and Shoshone Field Offices. The Twin Falls District will be collocated with the BLM Jarbidge Field Office and the Sawtooth National Forest; the Shoshone and Burley Field Offices will retain their office locations.

- The Lower Snake River District will now be renamed the Boise District:

The Owyhee and Bruneau Field Offices, which merged in 2000, will again be separated. The Bruneau Field Office will be located in the Boise District Office. The Field Office boundaries will follow the Owyhee and Bruneau planning unit boundaries.

The Snake River Birds of Prey National Conservation Area will be wholly encompassed now within the Four Rivers Field Office; previously it crossed several field office boundaries.

Our original proposal requested the Owyhee Field Office have a presence in Marsing, with a seasonal office, a Field Station, or a complete relocation from Boise. We were told that our recommendation to the Assistant Secretary needed to either include a request for relocation or not, so we amended the proposal and it was accepted as follows:

The Owyhee Field Office will have a presence in Marsing, Idaho with a phased-in relocation.

- Upper Snake River District will now be named the Idaho Falls District:  
The Idaho Falls and Pocatello Field Offices will remain as part of this District. The physical office locations will remain the same.  
Administratively, the Challis and Salmon Field Offices will leave the Upper Columbia Salmon Clearwater District and become part of the Idaho Falls District.

- Upper Columbia Salmon Clearwater District will now be named the Coeur d'Alene District:  
The Coeur d'Alene District Office will encompass the Cottonwood and Coeur d'Alene Field Offices.

In order to lessen the impact of these actions, it is my intention to accomplish these organizational shifts over the year. While I want to ensure we take whatever time is necessary to develop informed decisions, I also don't want to drag this effort out. Again, I welcome your suggestions and ideas. You may continue to send information to or contact Cheryle Zwang for this purpose, as well as any member of the Management Oversight Implementation Team. Once ad hoc teams have been identified and given their specific assignments, we will send out another update as well as post this information on our internal website. You may also provide pertinent information to ad hoc team leads at that time.

We have also posted the proposal I submitted to the Director and Assistant Secretary on the internal website

( <http://web.id.blm.gov> ) along with the approval from the Director. Several things have changed subsequent to this submission, most notably the District names, but there are also more subtle changes since the October proposal reflects information available to us at the time. One of the attachments in this packet is entitled "Proposed Idaho BLM District Organization." It includes a snapshot of the numbers of employees in various District Office locations. These numbers are estimates as of the date of the proposal (October 24, 2003). Final numbers will be influenced by recommendations made by the ad hoc teams reporting to the Management Oversight Implementation Team. These recommendations will also be considered by the Idaho Position Management Committee as part of workforce planning, with final approval by the State Director.

I wanted you to have access to this information, recognizing that the posted material is static and change is a constant. To assist your understanding and keep you informed over time, we will continue to send out these updates and post them on the intranet as well.

As we launch into the new year, let's continue to look for efficiencies and to seek out opportunities to adjust course or make changes where it makes sense to do so. We have much to be thankful for in 2003 and while our workload will be challenging in 2004, I have no doubt our accomplishments will be many!

Thank you,

K Lynn