

## Conversation Contents

### Draft Mitigation IM for your Review - Comments Due COB June 28

#### Attachments:

/49. Draft Mitigation IM for your Review - Comments Due COB June 28/1.1 Draft IM Mitigation Policy Option A 2017.06.21.docx

/49. Draft Mitigation IM for your Review - Comments Due COB June 28/3.1 image001.png

/49. Draft Mitigation IM for your Review - Comments Due COB June 28/3.2 KBEditsDraft IM Mitigation Policy Option A 2017.06.21 (1).docx

/49. Draft Mitigation IM for your Review - Comments Due COB June 28/4.1 image001.png

**"Mead, Deborah" <dmead@blm.gov>**

---

**From:** "Mead, Deborah" <dmead@blm.gov>  
**Sent:** Wed Jun 21 2017 11:01:16 GMT-0600 (MDT)  
**To:** Kristin Bail <kbail@blm.gov>, Karen Kelleher <kkelleh@blm.gov>, "Tryon, Steve" <stryon@blm.gov>, Kit Muller <kmuller@blm.gov>  
**Subject:** Draft Mitigation IM for your Review - Comments Due COB June 28  
**Attachments:** Draft IM Mitigation Policy Option A 2017.06.21.docx

Kristin, Karen,

Here is the draft text for your emails to the ELT and the Field Committee.

---

Dear ELT/Field Committee,

To further address SO 3349 on mitigation, we have drafted an IM that explores the option of retaining the BLM Mitigation Manual and Handbook with revisions that would align these documents with the Administration's priorities. This draft IM provides interim direction until a revised Manual and Handbook are issued.

(b) (5)



(b) (5)

Comments on the draft IM (attached) and the proposed process and timeline (above) are due to Deblyn Mead ([dmead@blm.gov](mailto:dmead@blm.gov)) by COB June 28.

The National Mitigation Team has been provided with a copy of this draft IM and proposed timeline and an opportunity to comment through a separate request from Deblyn Mead, National Mitigation Coordinator.

Keep this close hold. Do not share outside of BLM. Please contact me or Deblyn Mead if you have questions.

*In the interim the WO should be notified before finalizing any agreements/decisions involving compensatory mitigation.*

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

---

**"Mead, Deborah" <dmead@blm.gov>**

---

**From:** "Mead, Deborah" <dmead@blm.gov>  
**Sent:** Wed Jun 21 2017 11:26:31 GMT-0600 (MDT)  
**To:** Kristin Bail <kbail@blm.gov>, Karen Kelleher <kkelleh@blm.gov>, "Tryon, Steve" <stryon@blm.gov>  
**Subject:** Fwd: Draft Mitigation IM for your Review - Comments Due COB June 28

Just FYI. If you think this will send off alarm bells for ELT or the Field Committee, you may want to include this additional language in your email out to these groups.

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

----- Forwarded message -----

From: **Mead, Deborah** <[dmead@blm.gov](mailto:dmead@blm.gov)>  
Date: Wed, Jun 21, 2017 at 1:24 PM  
Subject: Re: Draft Mitigation IM for your Review - Comments Due COB June 28  
To: "Waring, Amy" <[awaring@blm.gov](mailto:awaring@blm.gov)>  
Cc: Amy Fesnock <[afesnock@blm.gov](mailto:afesnock@blm.gov)>, Ammon Wilhelm <[awilhelm@blm.gov](mailto:awilhelm@blm.gov)>, Bridget Clayton <[bclayton@blm.gov](mailto:bclayton@blm.gov)>, Brent Ralston <[bralston@blm.gov](mailto:bralston@blm.gov)>, Carol Zurawski <[czurawski@blm.gov](mailto:czurawski@blm.gov)>, Dustin Hill <[dhill@blm.gov](mailto:dhill@blm.gov)>, Eric Mayes <[emayes@blm.gov](mailto:emayes@blm.gov)>, Glenn Frederick <[gfrederick@blm.gov](mailto:gfrederick@blm.gov)>, Jennifer Morton <[j75morto@blm.gov](mailto:j75morto@blm.gov)>, Jason Sutter <[jasutter@blm.gov](mailto:jasutter@blm.gov)>, Jeremy Kruger <[jkruger@blm.gov](mailto:jkruger@blm.gov)>, Janna Simonsen <[jsimonsen@blm.gov](mailto:jsimonsen@blm.gov)>, Kerry Schwartz <[kschwartz@blm.gov](mailto:kschwartz@blm.gov)>, Kim Tripp <[ktripp@blm.gov](mailto:ktripp@blm.gov)>, Lane Cowger <[lcowger@blm.gov](mailto:lcowger@blm.gov)>, Molly Cobbs <[mcobbs@blm.gov](mailto:mcobbs@blm.gov)>, "Miriam (Nicole) Hayes" <[mnhayes@blm.gov](mailto:mnhayes@blm.gov)>, Nikki Moore <[nmoore@blm.gov](mailto:nmoore@blm.gov)>, "Patricia (Ranel) Capron" <[rcapron@blm.gov](mailto:rcapron@blm.gov)>, Steven Lydick <[sdlydick@blm.gov](mailto:sdlydick@blm.gov)>, Stephen Fusilier <[sfusilie@blm.gov](mailto:sfusilie@blm.gov)>, Timothy Spisak <[tspisak@blm.gov](mailto:tspisak@blm.gov)>, Tessa Teems <[tteems@blm.gov](mailto:tteems@blm.gov)>, Zoe Davidson <[zdavidson@blm.gov](mailto:zdavidson@blm.gov)>, Boris Poff <[bpoff@blm.gov](mailto:bpoff@blm.gov)>, Diana Trettin <[dtrettin@blm.gov](mailto:dtrettin@blm.gov)>, Gordon Toevs <[gtoevs@blm.gov](mailto:gtoevs@blm.gov)>, J Vacca <[jvacca@blm.gov](mailto:jvacca@blm.gov)>, Jennifer Fleuret <[jfleuret@blm.gov](mailto:jfleuret@blm.gov)>, John Wilson <[johnwilson@blm.gov](mailto:johnwilson@blm.gov)>, Karen Prentice <[kprentic@blm.gov](mailto:kprentic@blm.gov)>, Kit Muller <[kmuller@blm.gov](mailto:kmuller@blm.gov)>, Kristy Swartz <[kswartz@blm.gov](mailto:kswartz@blm.gov)>, Leah Baker <[lbaker@blm.gov](mailto:lbaker@blm.gov)>, Leigh Espy <[lespy@blm.gov](mailto:lespy@blm.gov)>, Mara Alexander <[malexander@blm.gov](mailto:malexander@blm.gov)>, Michael Hildner <[mhildner@blm.gov](mailto:mhildner@blm.gov)>, Ryan Hathaway <[rhathaway@blm.gov](mailto:rhathaway@blm.gov)>, Vicki Campbell <[vlcampbell@blm.gov](mailto:vlcampbell@blm.gov)>

Hi Amy,

These are options the Director/Department may want. It's a fairly common practice for some other agencies, but based on past BLM history we would probably not use a FR notice to solicit comments. If you have any specific comments on this approach, please include them in your June 28 response.

Deblyn

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

On Wed, Jun 21, 2017 at 1:18 PM, Waring, Amy <[awaring@blm.gov](mailto:awaring@blm.gov)> wrote:

I'm a bit confused on the timeline. Are we considering a 30 day or 60 day comment period?  
Guessing it's one or the other. It seems like best use of time to run the website and FR

comment period concurrently. Why are we adding 3, 4, or 5 months for a 30 or 60 day comment period. Is that including time for response to comments? This would be based on volume of comments, but 5 months seems really long.

On Wed, Jun 21, 2017 at 10:56 AM, Mead, Deborah <[dmead@blm.gov](mailto:dmead@blm.gov)> wrote:

**National Mitigation Team,**

To further address SO 3349 on mitigation, we have drafted an IM that explores the option of retaining the BLM Mitigation Manual and Handbook with revisions that would align these documents with the Administration's priorities. This draft IM provides interim direction until a revised Manual and Handbook are issued.

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Comments on the draft IM (attached) and the proposed process and timeline (above) are due to Deblyn Mead ([dmead@blm.gov](mailto:dmead@blm.gov)) by COB June 28.**

The Executive Leadership Team and Field Committee will be provided with a copy of this draft IM and proposed timeline and an opportunity to comment through a separate request from the Assistant Director for WO-200.

Keep this close hold. Do not share outside of BLM. Please contact me if you have questions.

***In the interim the WO should be notified before finalizing any agreements/decisions involving compensatory mitigation.***

Deblyn

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

--

Amy Waring  
Mitigation Specialist  
Bureau of Land Management  
Montana / Dakotas State Office  
5001 Southgate Drive  
Billings, MT 59105  
[awaring@blm.gov](mailto:awaring@blm.gov)  
406-896-5095

---

## "Bail, Kristin" <[kbail@blm.gov](mailto:kbail@blm.gov)>

**From:** "Bail, Kristin" <[kbail@blm.gov](mailto:kbail@blm.gov)>  
**Sent:** Wed Jun 21 2017 12:47:35 GMT-0600 (MDT)  
**To:** "Mead, Deborah" <[dmead@blm.gov](mailto:dmead@blm.gov)>  
**CC:** Karen Kelleher <[kkelleh@blm.gov](mailto:kkelleh@blm.gov)>, "Tryon, Steve" <[stryon@blm.gov](mailto:stryon@blm.gov)>, Kit Muller <[kmuller@blm.gov](mailto:kmuller@blm.gov)>  
**Subject:** Re: Draft Mitigation IM for your Review - Comments Due COB June 28  
**Attachments:** image001.png KBEEditsDraft IM Mitigation Policy Option A 2017.06.21 (1).docx

Thanks, Deblyn, for pulling this together! Please look at my edits and let me know if you have questions or concerns. I'm not sure about the public comment period. We may want to build in some time to share this with a few state, Tribal and local government partners. Would appreciate others' thoughts on this. Once you've heard back from Karen, Steve, Kit (if they have comments) we can send this forward. -K

Kristin Bail, Assistant Director  
Resources and Planning (WO-200)  
1849 C. Street NW, Room 5648  
Washington, D.C. 20240  
(202) 208-6731 Cell (202) 823-1086  
[kbail@blm.gov](mailto:kbail@blm.gov)

USDI Bureau of Land Management

cid:image002



On Wed, Jun 21, 2017 at 1:01 PM, Mead, Deborah <[dmead@blm.gov](mailto:dmead@blm.gov)> wrote:

Kristin, Karen,

Here is the draft text for your emails to the ELT and the Field Committee.

---

Dear ELT/Field Committee,

To further address SO 3349 on mitigation, we have drafted an IM that explores the option of retaining the BLM Mitigation Manual and Handbook with revisions that would align these documents with the Administration's priorities. This draft IM provides interim direction until a revised Manual and Handbook are issued.

(b) (5)  
[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**Comments on the draft IM (attached) and the proposed process and timeline (above) are due to Deblyn Mead ([dmead@blm.gov](mailto:dmead@blm.gov)) by COB June 28.**

The National Mitigation Team has been provided with a copy of this draft IM and proposed timeline and an opportunity to comment through a separate request from Deblyn Mead, National Mitigation Coordinator.

Keep this close hold. Do not share outside of BLM. Please contact me or Deblyn Mead if you have questions.

***In the interim the WO should be notified before finalizing any agreements/decisions involving compensatory mitigation.***

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

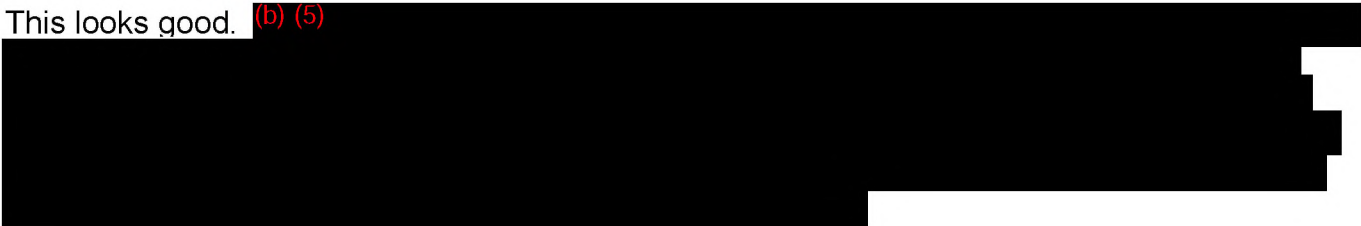
**"Mead, Deborah" <dmead@blm.gov>**

---

**From:** "Mead, Deborah" <dmead@blm.gov>  
**Sent:** Thu Jun 22 2017 06:31:36 GMT-0600 (MDT)  
**To:** "Bail, Kristin" <kbail@blm.gov>  
**CC:** Karen Kelleher <kkelleh@blm.gov>, "Tryon, Steve" <stryon@blm.gov>, Kit Muller <kmuller@blm.gov>  
**Subject:** Re: Draft Mitigation IM for your Review - Comments Due COB June 28  
**Attachments:** image001.png

Kristin,

This looks good. (b) (5)



Deblyn

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

On Wed, Jun 21, 2017 at 2:47 PM, Bail, Kristin <[kbail@blm.gov](mailto:kbail@blm.gov)> wrote:

Thanks, Deblyn, for pulling this together! Please look at my edits and let me know if you have questions or concerns. I'm not sure about the public comment period. We may want to build in some time to share this with a few state, Tribal and local government partners. Would appreciate others' thoughts on this. Once you've heard back from Karen, Steve, Kit (if they have comments) we can send this forward. -K

Kristin Bail, Assistant Director  
Resources and Planning (WO-200)  
1849 C. Street NW, Room 5648  
Washington, D.C. 20240  
(202) 208-6731 Cell (202) 823-1086  
[kbail@blm.gov](mailto:kbail@blm.gov)

cid:image002

On Wed, Jun 21, 2017 at 1:01 PM, Mead, Deborah <[dmead@blm.gov](mailto:dmead@blm.gov)> wrote:  
Kristin, Karen,

Here is the draft text for your emails to the ELT and the Field Committee.

---

Dear ELT/Field Committee,

To further address SO 3349 on mitigation, we have drafted an IM that explores the option of retaining the BLM Mitigation Manual and Handbook with revisions that would align these documents with the Administration's priorities. This draft IM provides interim direction until a revised Manual and Handbook are issued.

(b) (5)

[Redacted content]

Comments on the draft IM (attached) and the proposed process and timeline (above) are due to Deblyn Mead ([dmead@blm.gov](mailto:dmead@blm.gov)) by COB June 28.

The National Mitigation Team has been provided with a copy of this draft IM and proposed timeline and an opportunity to comment through a separate request from Deblyn Mead, National Mitigation Coordinator.

Keep this close hold. Do not share outside of BLM. Please contact me or Deblyn Mead if you have questions.

***In the interim the WO should be notified before finalizing any agreements/decisions involving compensatory mitigation.***

---

Deborah (Deblyn) Mead  
National Mitigation Coordinator  
Bureau of Land Management  
20 M Street  
Washington, DC 20003  
Phone: 202.912.7542  
Mobile: 202.494.7865  
Email: [dmead@blm.gov](mailto:dmead@blm.gov)

UNITED STATES DEPARTMENT OF THE INTERIOR  
BUREAU OF LAND MANAGEMENT  
WASHINGTON, D.C. 20240  
<http://www.blm.gov>

[date]

In Reply Refer To:

EMS TRANSMISSION [date]  
Instruction Memorandum No. 2017-xxx  
Expires: [date]

To: Assistant Directors – WO-200, WO-300, WO-400 and FA-100  
All State Directors

From: Acting Deputy Director of Operations

Subject: Planned Revisions to BLM Mitigation Manual (MS-1794) and Handbook (H-1794-1) and Interim Direction on Compensatory Mitigation

**DD: [date]**

**(b) (5)** [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

(b) (5) [Redacted]

(b) (5)

[Redacted text block]

[Redacted text block]

(b) (5)

[Redacted text block]

[Redacted text block]

[Redacted text block]

(b) (5)

[Redacted text block]

(b) (5)

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

**DRAFT – Do Not Share – DRAFT – BLM Internal Document -- DRAFT**

UNITED STATES DEPARTMENT OF THE INTERIOR  
BUREAU OF LAND MANAGEMENT  
WASHINGTON, D.C. 20240  
<http://www.blm.gov>

[date]

In Reply Refer To:

EMS TRANSMISSION [date]  
Instruction Memorandum No. 2017-xxx  
Expires: [date]

To: Assistant Directors – WO-200, WO-300, WO-400 and FA-100  
All State Directors

From: Acting Deputy Director of Operations

Subject: ~~Interim Direction on Compensatory Mitigation~~ ~~Planned Revisions to BLM~~  
~~Mitigation Manual (MS 1794) and Handbook (H 1794-1) and Interim Direction~~  
~~on Compensatory Mitigation~~

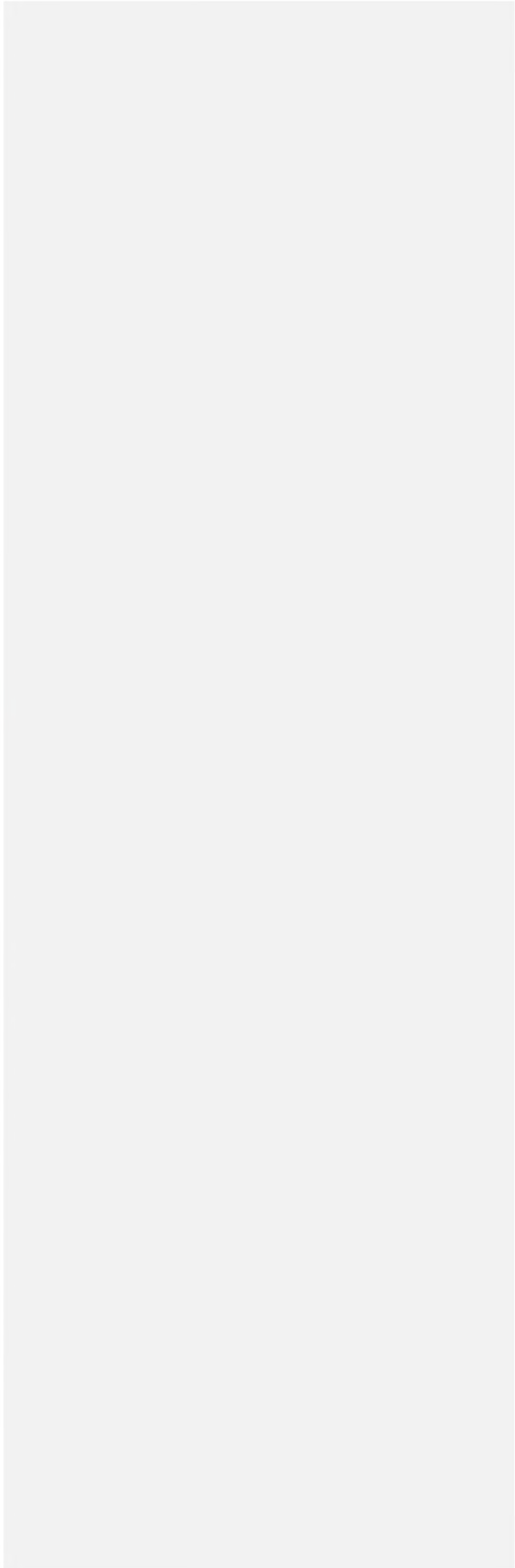
**DD: [date]**

(b) (5) [Redacted]

[Redacted]

[Redacted]

[Redacted]



(b) (5)

[Redacted text block]

[Redacted text block]

[Redacted text line]

Formatted: No bullets or numbering

[Redacted text line]

Formatted: No bullets or numbering

[Redacted text line]

Formatted: Indent: Left: 0"

Formatted: No bullets or numbering

(b) (5)

[Redacted text block]

[Redacted text line]

[Redacted text block]

(b) (5) [Redacted]

[Redacted]

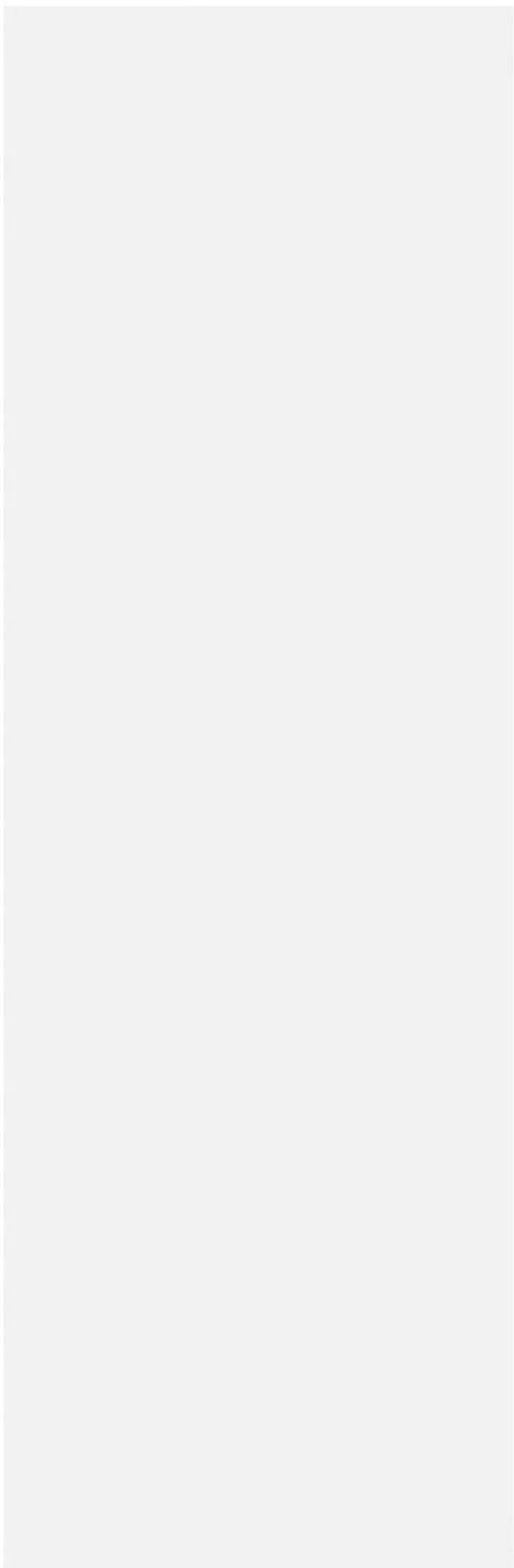
[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]



(b) (5)

[Redacted text block containing multiple paragraphs of obscured content]

