

**From:** Weeks, Andria -FS  
**Sent:** 6 Sep 2017 13:04:48 +0000  
**To:** Goode, Ann E -FS  
**Subject:** FW: Reform Plans  
**Attachments:** FS Reform Plan Proposals - Revised (v1).docx

Good morning,  
Here are the reform plan proposals. Please do not share this information beyond yourself.

Thanks,

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Caring for the land and serving people

(b)(5), Deliberative Process

## Agency Reform Plan

**Proposal Name:** [REDACTED]

**Scope**

Forest Service

**Type**

[REDACTED]

**USDA Strategic Goals**

USDA Strategic Goal 6.3 – Mitigate Wildfire Risk

USDA Strategic Goal 6.2 – Ensure Lands and Watersheds are Sustainable, Healthy and Productive

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[REDACTED]

(b)(5), Deliberative Process

**Description**

[REDACTED]

(b)(5), Deliberative Process



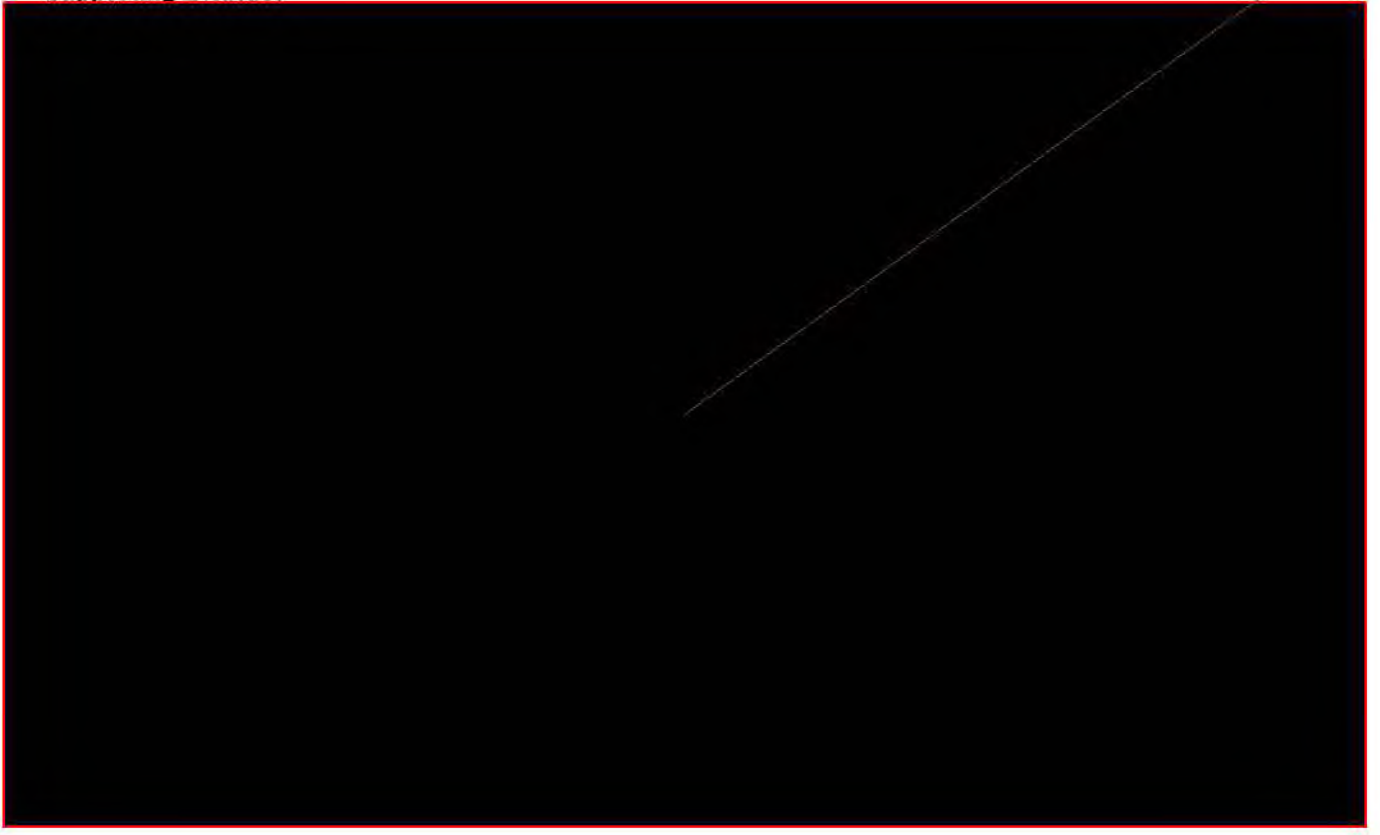
(b)(5), Deliberative Process

**Justification**



(b)(5), Deliberative Process

**Supporting Evidence**



(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**



(b)(5), Deliberative Process

**Measuring Success**



**Affected Stakeholders**

Internal and External.



(b)(5), Deliberative Process Privilege

**Mechanism:**

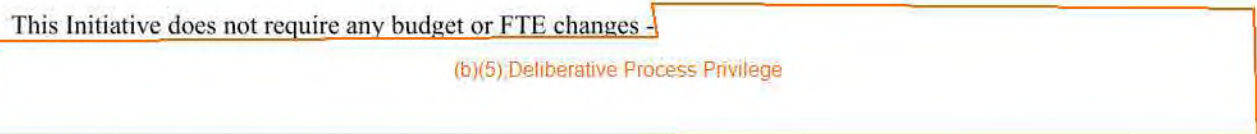
Administrative



(b)(5), Deliberative Process Privilege

**Budget and FTE changes**

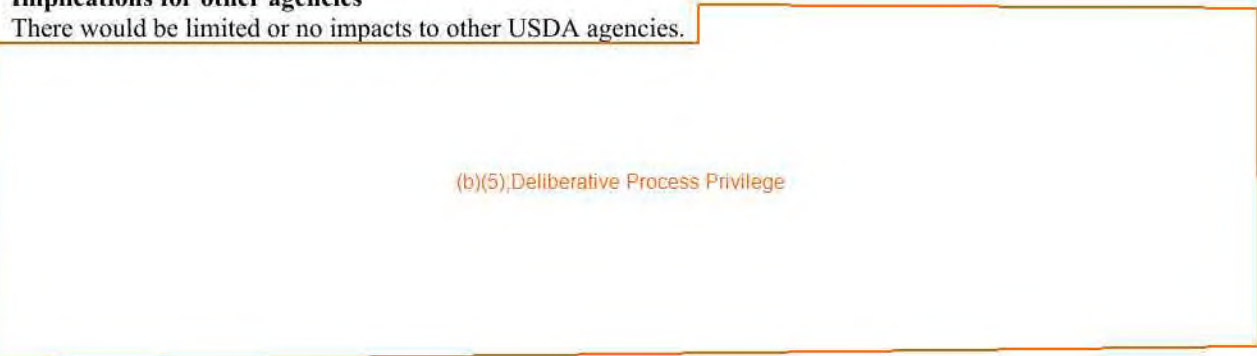
This Initiative does not require any budget or FTE changes -



(b)(5), Deliberative Process Privilege

**Implications for other agencies**

There would be limited or no impacts to other USDA agencies.



(b)(5), Deliberative Process Privilege

**Proposal Name:**



**Scope:** Forest Service

**Type (select one)** – Supports all actions below

- ✓ Eliminating activities
- ✓ Restructuring or merging activities
- ✓ Improve organizational efficiency and effectiveness
- ✓ Workforce management (improve performance, increase accountability, and/or reduce cost/size)

**USDA Strategic Goals**

Identify which of the new USDA Strategic Goals (see Appendix A) will the reform proposal help achieve:

- Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity;
- Ensure Productive and Sustainable Use of our National Forest System Lands

**Proposal-at-a-Glance**

- (b)(5), Deliberative Process Privilege
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**Description** Short explanation of the existing issue and rationale for the proposed change.

- (b)(5), Deliberative Process Privilege
- 

**Justification** Projected result/outcomes, both positive and negative.



**Supporting Evidence**

(b)(5), Deliberative Process Privilege

What We Learned in 2013:

- (b)(5), Deliberative Process Privilege

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What Is Different About This Proposal for 2017:

- (b)(5), Deliberative Process Privilege

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**Proposal Implementation and Time Horizon to Start Action**

(b)(5), Deliberative Process Privilege

- (b)(5), Deliberative Process Privilege

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(b)(5), Deliberative Process

(b)(5), Deliberative Process

• [Redacted]

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

**Affected Stakeholders**

Internal stakeholders:

(b)(5), Deliberative Process

[Redacted] (b)(5), Deliberative Process Privilege

**Mechanism:**

[Redacted]

**Budget and FTE changes**

This proposal requires no budget or FTE changes to implement.

[Redacted] (b)(5), Deliberative Process Privilege

**Proposal Name:** [Redacted] (b)(5), Deliberative Process Privilege

**Scope**

Interagency – Forest Service,

[Redacted] (b)(5), Deliberative Process Privilege

**Type**

Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.

Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal at a Glance**

a. [Redacted] (b)(5), Deliberative Process Privilege

[Redacted]

b.

(b)(5), Deliberative Process Privilege

c.



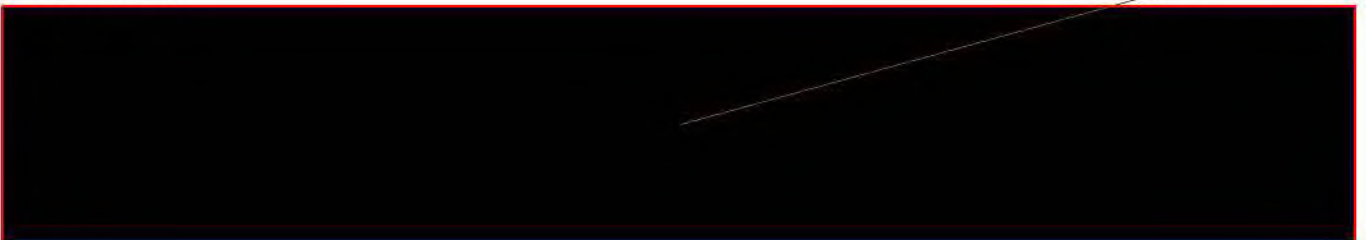
(b)(5), Deliberative Process

**Description**

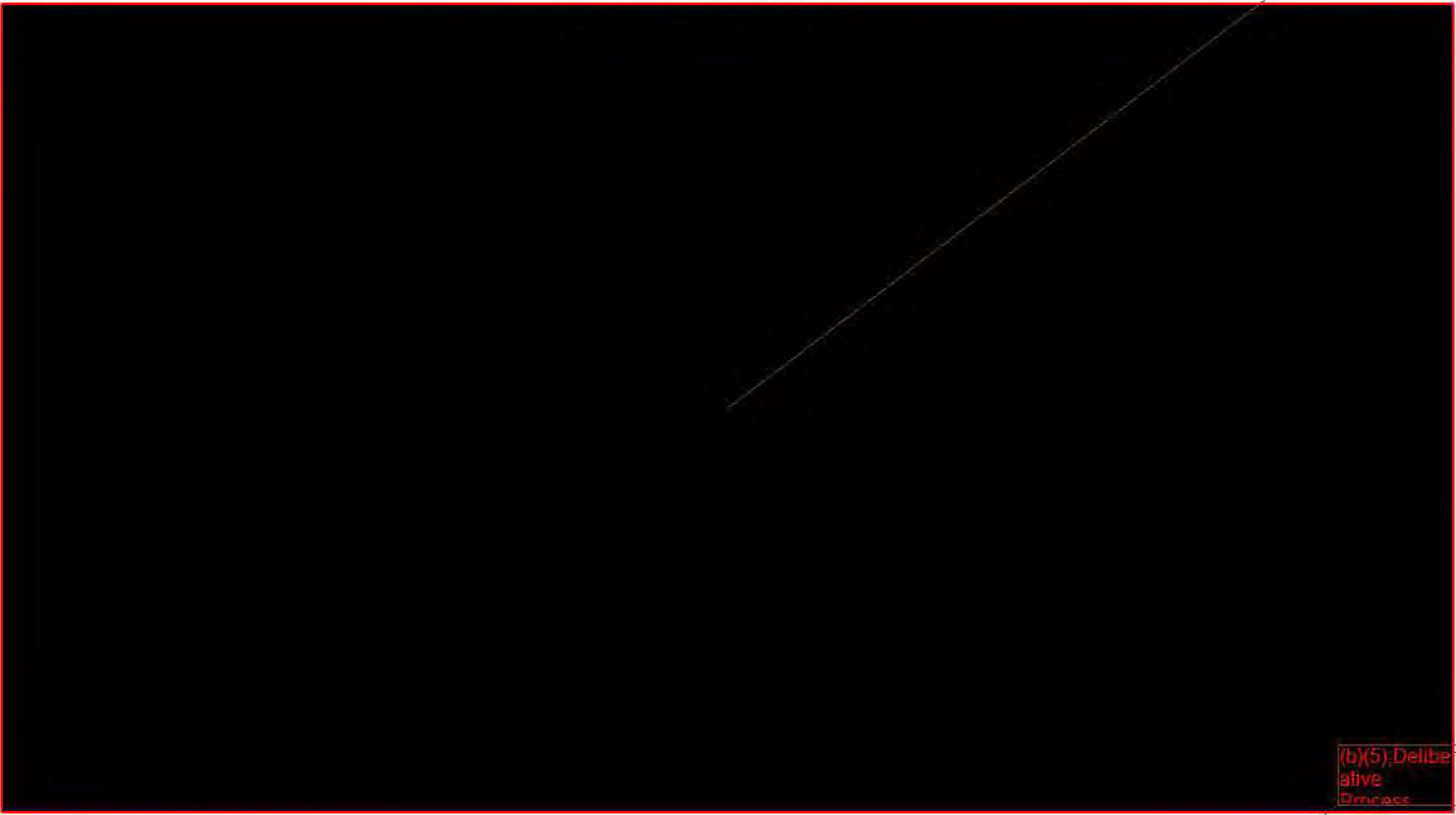


(b)(5), Deliberative Process

**Justification**

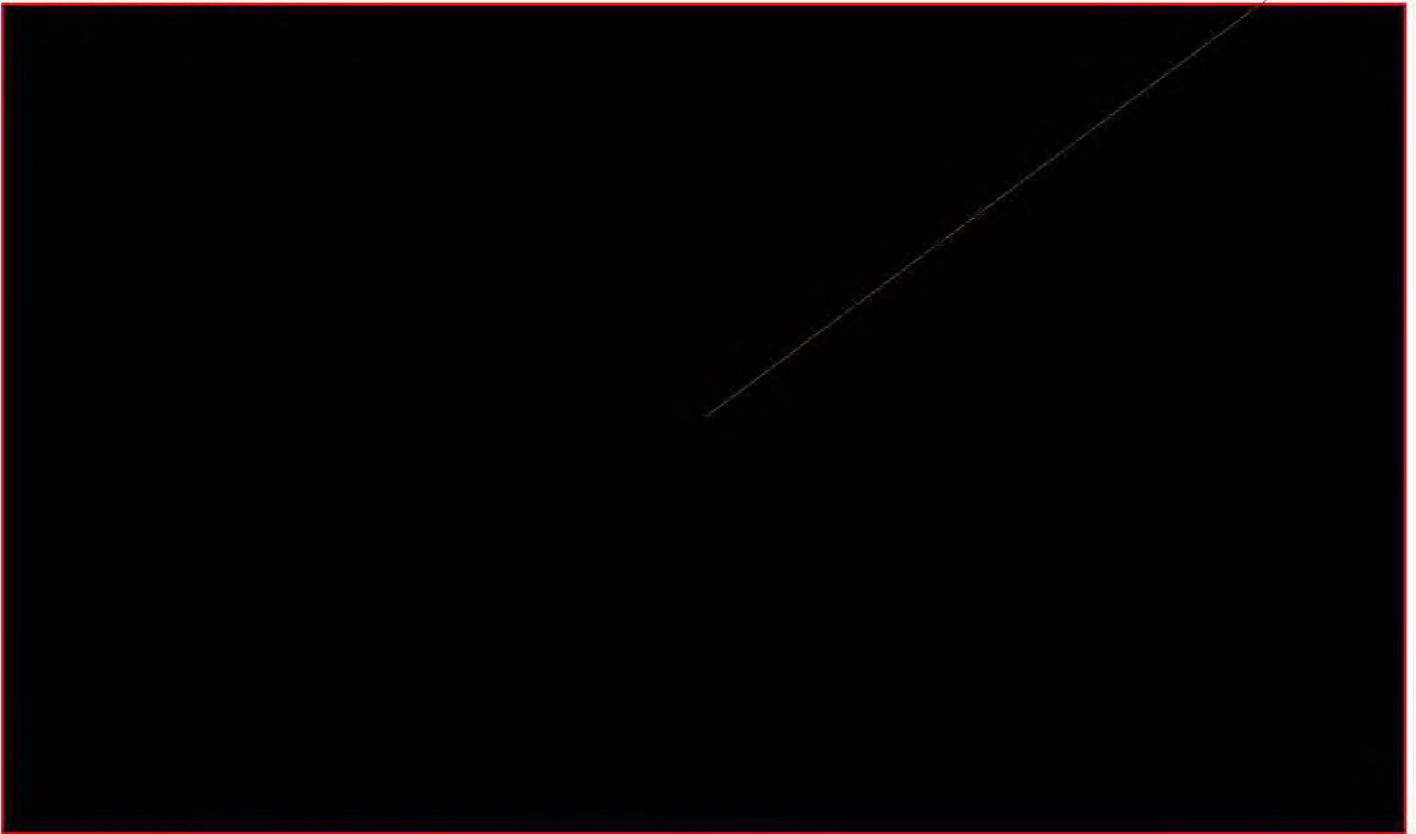


(b)(5) Deliberative Process



(b)(5) Deliberative Process

**Supporting Evidence**



**Proposal Implementation and Time Horizon to Start Action**

(b)(5) Deliberative Process Privilege

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

(b)(5), Deliberative Process

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

(b)(5), Deliberative Process

**Mechanism**

[Redacted]

**Budget and FTE changes**

no budget or FTE changes are expected,  
(b)(5), Deliberative Process Privilege

**Implications for other agencies (optional)**

(b)(5), Deliberative Process Privilege

**Proposal Name:** [Redacted]

**Scope -** USDA Forest Service

**Type -** Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.  
Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal-at-a-Glance**

- (b)(5), Deliberative Process Privilege
- [Redacted]

**Description**

National Forests were originally envisioned as working forests with multiple objectives to improve and protect the forest, secure favorable watershed conditions, and to furnish a continuous supply of timber for use by citizens of the United States. During the post-World War II housing boom, national forests were viewed as a ready supply of building material resulting in high volume outputs that peaked in the 1980s. This era had a significant influence on our forest management culture and associated internal direction that persists to this day.

(b)(5), Deliberative Process Privilege

**Justification**

[Redacted]

(b)(5), Deliberative Process Privilege



(b)(5), Deliberative Process

**Supporting Evidence**



Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

FY17: Project initiated, breadth and depth of problem/issues described, potential program changes identified.

FY18: Problem/issues further refined, potential program changes identified, top priority program changes identified and selected, and work initiated.

FY19: Short-term changes have been implemented, long-term changes have been initiated

**Measuring Success**

- (b)(5), Deliberative Process Privilege
- [Redacted]

**Affected Stakeholders**

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]

**Mechanism**

**Administrative/Regulatory.**



(b)(5), Deliberative Process Privilege

**Budget and FTE changes.**



(b)(5), Deliberative Process Privilege

**Proposal Name -** [Redacted]

**Scope -** USDA and Forest Service

**Type -** Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.

Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal-at-a-Glance**

- (b)(5),Deliberative Process Privilege
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**Description**

(b)(5),Deliberative Process Privilege

- (b)(5),Deliberative Process Privilege
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(b)(5),Deliberative Process Privilege

**Justification**

- (b)(5),Deliberative Process Privilege
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(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

**Measuring Success**

National metrics already exists to measure success through standard inspection criteria. Actual costs will need to be tracked and accounted for.

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Proposal Name:**

[Redacted]

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]

**Scope – Forest Service**

**Type**

- ✓ Workforce management (improve performance, increase accountability, and/or reduce cost/size)
- ✓ Restructuring or merging activities

**USDA Strategic Goals**

STRATEGIC GOAL 1: Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity

**Objective 1.1:** Modernize information technology infrastructure, facilities, and support services to improve the customer experience

**Objective 1.4:** Improve financial stewardship of resources and utilize data-driven analyses to maximize the return on investment

STRATEGIC GOAL 5: Strengthen the Stewardship of Private Lands through Technology and Research

**Objective 5.1:** Enhance conservation planning with science-based tools and information

**Objective 5.2:** Promote productive working lands

STRATEGIC GOAL 6: Ensure Productive and Sustainable Use of our National Forest System Lands

**Objective 6.1:** Contribute to the Economic Health of Rural Communities through Use and Access Opportunities

**Objective 6.2:** Ensure Lands and Watersheds are Sustainable, Healthy, and Productive

**Objective 6.3:** Mitigate Wildfire Risk

**Proposal-at-a-Glance**

- (b)(5), Deliberative Process Privilege
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(b)(5), Deliberative Process

**Description**

[Redacted description text]

(b)(5), Deliberative Process

[Redacted description text]



**Justification**

(b)(5), Deliberative Process Privilege

- (b)(5), Deliberative Process Privilege
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(b)(5), Deliberative Process

(b)(5), Deliberative Process Privilege

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(b)(5), Deliberative Process Privilege

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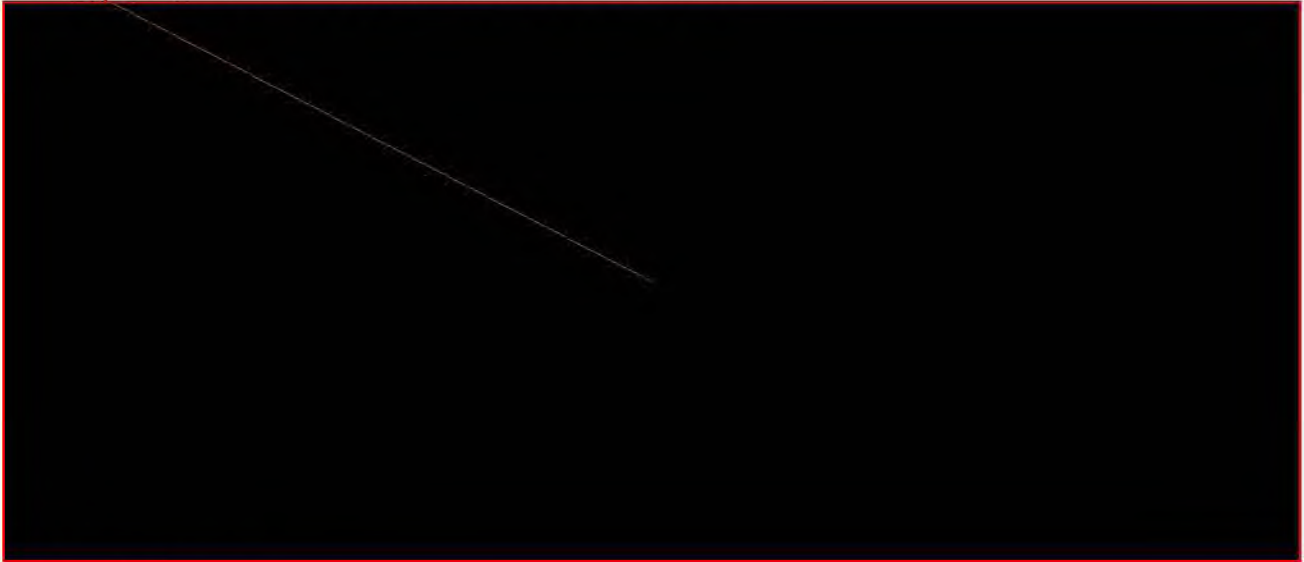
(b)(5), Deliberative Process



**Supporting Evidence**



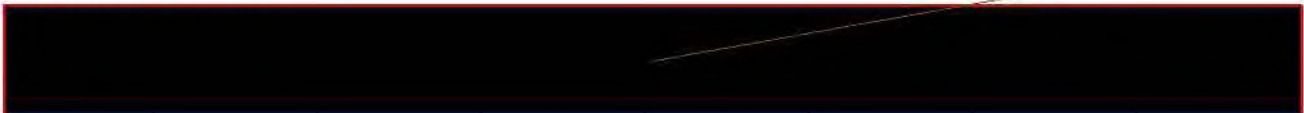
**Proposal Implementation and Time Horizon to Start Action**



**Measuring Success**

- (b)(5), Deliberative Process Privilege
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**Affected Stakeholders**



(b)(5), Deliberative Process

(b)(5), Deliberative Process

(b)(5), Deliberative Process

(b)(5), Deliberative Process



**Mechanism:**

Administrative.

(b)(5), Deliberative Process Privilege

**Budget and FTE changes**

(b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Implications for other agencies**

(b)(5), Deliberative Process

(b)(5), Deliberative Process

**Proposal Name:**

**Scope:** Forest Service

**Type**

- ✓ Eliminating activities.
- ✓ Restructuring or merging activities:
- ✓ Improve organizational efficiency and effectiveness:

**USDA Strategic Goals**

Strategic goal #1: Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity.

**Proposal-at-a-Glance**

- (b)(5);Deliberative Process Privilege
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**Description**

What are you proposing? (b)(5);Deliberative Process Privilege

What problem are you trying to solve? (b)(5);Deliberative Process Privilege

**Justification**

Why is this good government? (b)(5);Deliberative Process Privilege

How will this lead to efficiencies, cost savings, and/or workforce reductions? (b)(5);Deliberative Process Privilege

How will your reform improve customer experience for USDA's constituents? (b)(5);Deliberative Process Privilege

(b)(5);Deliberative Process

**Supporting Evidence**



(b)(5), Deliberative Process

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

**Mechanism:**

Administrative. (b)(5), Deliberative Process Privilege

**Budget and FTE changes**

Provide a description of any budget and FTE changes the reform proposal would require. If this proposal requires additional funding or changes in FTEs, agencies and staff offices should integrate this request for additional funding in the Justification exhibit.

(b)(5), Deliberative Process Privilege

**Proposal Name -** (b)(5), Deliberative Process Privilege

**Scope -** USDA Forest Service

**Type -** Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.  
Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal-at-a-Glance**

- (b)(5), Deliberative Process Privilege
- (b)(5), Deliberative Process Privilege
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(b)(5), Deliberative Process

- (b)(5), Deliberative Process Privilege
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**2. Description**

- (b)(5), Deliberative Process Privilege
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**Justification**

- Our current practices and processes are not delivering results at the pace and scale expected of the Forest Service. We aspire to significantly improve our practices and processes to meet the pace and scale of results expected of the Forest Service in a sustainable way.

**Supporting Evidence**

(b)(5), Deliberative Process Privilege

- (b)(5), Deliberative Process Privilege
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**Proposal Implementation and Time Horizon to Start Action**

FY2017 – FY2019

**Measuring Success**

[Redacted]

**Affected Stakeholders**

- Internal and external (b)(5), Deliberative Process Privilege constituents.
- General public

**Mechanism**

Administrative/Legislative:

- (b)(5), Deliberative Process Privilege
- 
- 

**Budget and FTE changes**

(b)(5), Deliberative Process Privilege

**Proposal Name** - (b)(5), Deliberative Process Privilege

**Scope** - USDA Forest Service

**Type** - Restructuring or merging activities

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.

**Proposal-at-a-Glance**

(b)(5), Deliberative Process

- (b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

(b)(5), Deliberative Process

**Description**

[Redacted]

(b)(5), Deliberative Process

**Justification**

[Redacted]

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

**Affected Stakeholders**

Internal and External stakeholders.

(b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Mechanism**

[Redacted]

**Budget and FTE changes**

No significant budgetary or FTE changes are anticipated.

**Implications for other agencies (optional)**

Other USDA agencies will not be impacted by this agency reform.

(b)(5), Deliberative Process Privilege

**Proposal Name:** (b)(5), Deliberative Process Privilege

**Scope -** Forest Service

**Type**

Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.  
Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal at a Glance**

(b)(5), Deliberative Process Privilege

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

(b)(5), Deliberative Process

**Description**

[Redacted]

**Justification -**

[Redacted]

(b)(5), Deliberative Process

(b)(5), Deliberative Process

(b)(5), Deliberative Process

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

Under implementation. (b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Affected Stakeholders -**

[Redacted]

[Redacted]

(b)(5), Deliberative Process

**Budget and FTE changes -** Estimated savings of (b)(5), Deliberative Process per year.

(b)(5), Deliberative Process

**Mechanism**

[Redacted]

**Proposal Name:**

[Redacted]

**Scope -** Forest Service

**Type -** Improve Organization efficiencies & effectiveness

**USDA Strategic Goals**

Strategic Goal 1: Ensure USDA programs are delivered efficiently, effectively, and with integrity.

Strategic Goal 6: Ensure productive and sustainable use of our National Forest System Lands.

**Proposal-at-a-Glance**

(b)(5), Deliberative Process

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

**Description**

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

(b)(5), Deliberative Process

**Justification**

- [Redacted]

**Supporting Evidence**

- (b)(5), Deliberative Process Privilege
- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

(b)(5);Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**  
FY2017 – FY2019

**Measuring Success**

[Redacted]

**Affected Stakeholders**

- (b)(5);Deliberative Process Privilege
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**Mechanism**

- Statutory, regulatory, and administrative

**Budget and FTE changes** - No significant budgetary or FTE changes are anticipated.

**Proposal Name:** (b)(5);Deliberative Process Privilege

**Scope**

Forest Service

**Type**

- ✓ Restructuring or merging activities
- ✓ Improving organizational efficiency and effectiveness
- ✓ Workforce management

**USDA Strategic Goals**

Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity

**Proposal-at-a-Glance**

- (b)(5);Deliberative Process Privilege
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(b)(5), Deliberative Process

**Description**

[Redacted]

(b)(5), Deliberative Process

**Justification**

[Redacted]

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

**Proposal Implementation and Time Horizon to Start Action**

Proposed timeline:

- FY 2017 –

[Redacted]

- Early-Mid FY 2018 –

[Redacted]

(b)(5), Deliberative Process Privilege

- (b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

**Affected Stakeholders**

Internal stakeholders. (b)(5), Deliberative Process Privilege

External stakeholders. (b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Mechanism:** primary mechanism for change category: Administrative

[Redacted]

(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Implications for other agencies**

[Redacted]

**Proposal Name:** (b)(5), Deliberative Process Privilege

**Scope:** (b)(5), Deliberative Process Privilege

a. (b)(5), Deliberative Process Privilege

**Type**

- ✓ Eliminating activities

**USDA Strategic Goals**

Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity  
Strengthen the Stewardship of Private Lands through Technology and Research

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[Redacted]

(b)(5), Deliberative Process

**Description**

[Redacted]

**Justification**

b. (b)(5), Deliberative Process Privilege

c.

d.

e.

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

**Proposal Implementation and Time Horizon to Start Action**

- (b)(5), Deliberative Process Privilege
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**Measuring Success**

- (b)(5), Deliberative Process Privilege
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(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

**Mechanism:**

Statutory:

- (b)(5), Deliberative Process Privilege
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(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Implications for other agencies**

[Redacted]

(b)(5), Deliberative Process

**Proposal Name:**

[Redacted]

**Scope:**

(b)(5), Deliberative Process Privilege

**Type**

- Eliminating activities
- Restructuring or merging activities
  - **Improve organizational efficiency and effectiveness**
- Workforce management (improve performance, increase accountability, and/or reduce cost/size)

**USDA Strategic Goals**

This proposal is consistent with USDA Strategic Goals:

- GOAL 1: Ensure USDA programs are Delivered Efficiently, Effectively, and with Integrity
- GOAL 6: Ensure Productive and Sustainable Use of our National Forest System Lands

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[Redacted]

(b)(5), Deliberative Process

**Description** Short explanation of the existing issue and rationale for the proposed change. (1-2 paragraphs)

[Redacted]

(b)(5), Deliberative Process

**Justification**

[Redacted]

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

(b)(5), Deliberative Process

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

**Mechanism:**

Administrative. (b)(5), Deliberative Process Privilege

**Budget and FTE changes (1-2 paragraphs)**

Short term:  
Long term: (b)(5), Deliberative Process Privilege

**Proposal Name:** (b)(5), Deliberative Process Privilege

**Scope**  
USDA and (b)(5), Deliberative Process Privilege

**Type**  
Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

- Strategic Goal 1: Assist Rural Communities to Create Prosperity so they are Self-Sustaining, Repopulating and Economically Thriving
- Strategic Goal 5: Create a USDA for the 21<sup>st</sup> century that is high performing.
- Secretary Purdue Pillar 2: maximize job creation and provide opportunities for communities to thrive
- Secretary Purdue Pillar 3: increase customer service for American taxpayers and consumers by maximizing efficiency and integrity in program delivery

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[Redacted]

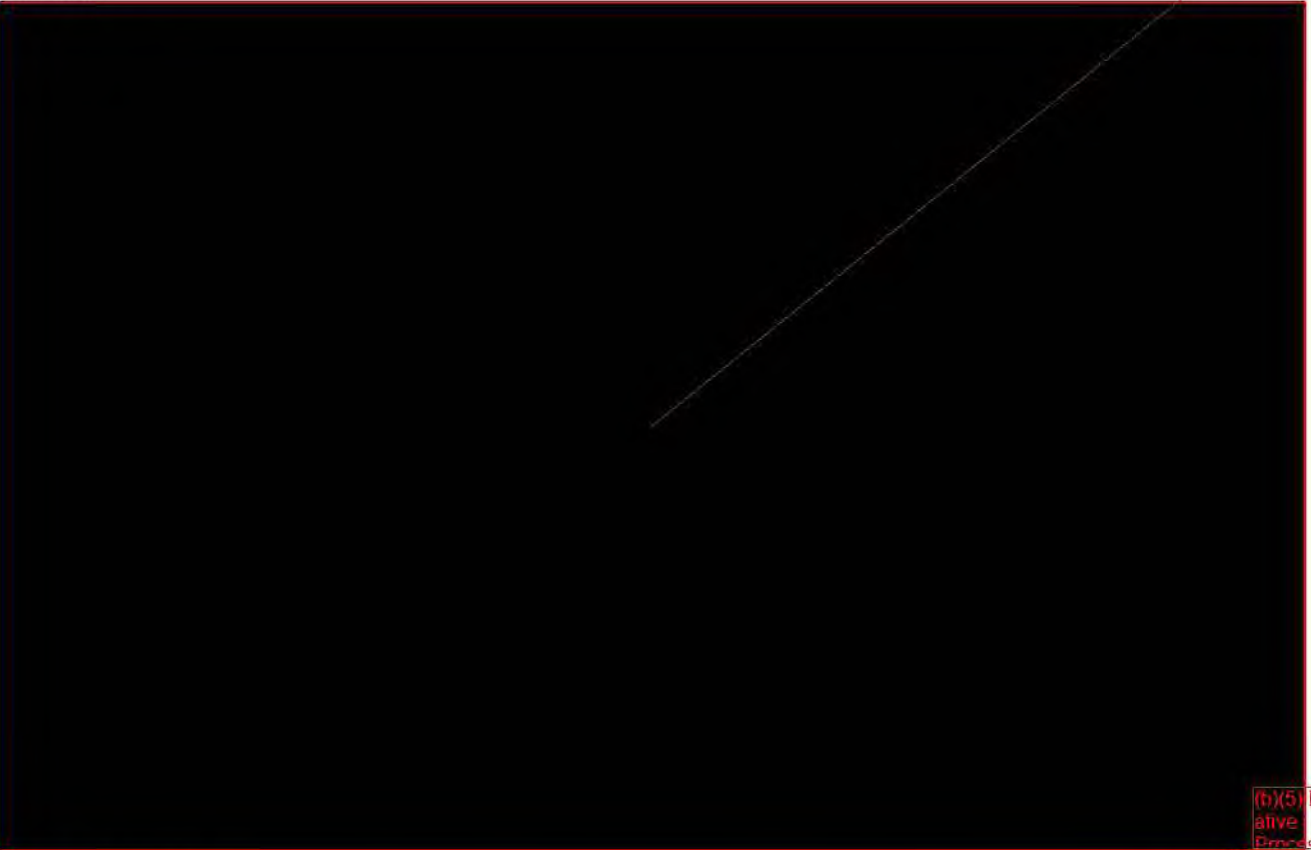
(b)(5), Deliberative Process

**Description**



(b)(5), Deliberative Process

**Justification**



(b)(5), Deliberative Process

**Supporting Evidence**



(b)(5), Deliberative Process

(b)(5), Deliberative Process Privilege

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

(b)(5), Deliberative Process

**Mechanism**

[Redacted]

(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Implications for other agencies**

[Redacted]

**Proposal Name:** (b)(5), Deliberative Process Privilege

**Scope**

Forest Service

**Type**

Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

Strategic Goal 5: Create a USDA for the 21<sup>st</sup> century that is high performing.  
Secretary Purdue Pillar 3: increase customer service for American taxpayers and consumers by maximizing efficiency and integrity in program delivery

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[Redacted]

(b)(5), Deliberative Process

**Description**

[Redacted]

(b)(5), Deliberative Process

**Justification**

[Redacted]

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

**Proposal Implementation and Time Horizon to Start Action**

Begins FY 2018 and continues through 2020.

(b)(5), Deliberative Process Privilege

**Measuring Success**

- (b)(5), Deliberative Process Privilege.
- [Redacted]

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

**Mechanism**

Administrative only. No legislative or policy changes required

(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Implications for other agencies (optional)**

[Redacted]

(b)(5), Deliberative Process

**Proposal Name:**

[Redacted]

**Scope**

USDA and (b)(5), Deliberative Process Privilege

**Type**

Improve organizational efficiency and effectiveness

**USDA Strategic Goals**

- Strategic Goal 1: Assist Rural Communities to Create Prosperity so they are Self-Sustaining, Repopulating and Economically Thriving
- Strategic Goal 2. Ensure our national forests and private working lands are conserved, restored, and made more resilient to climate change, while enhancing our water resources.
- Strategic Goal 5: Create a USDA for the 21<sup>st</sup> Century that is High-Performing, Efficient and Adaptable
- Secretary Purdue Pillar 2: maximize job creation and provide opportunities for communities to thrive
- Secretary Purdue Pillar 3: increase customer service for American taxpayers and consumers by maximizing efficiency and integrity in program delivery

(b)(5), Deliberative Process

**Proposal-at-a-Glance**

[Redacted]

(b)(5), Deliberative Process

**Description**

[Redacted]

(b)(5), Deliberative Process

(b)(5), Deliberative Process

[Redacted]

(b)(5), Deliberative Process

**Justification**

[Redacted]

(b)(5), Deliberative Process

**Supporting Evidence**

[Redacted]

(b)(5), Deliberative Process

**Proposal Implementation and Time Horizon to Start Action**

[Redacted]

(b)(5), Deliberative Process

**Measuring Success**

[Redacted]

(b)(5), Deliberative Process

**Affected Stakeholders**

[Redacted]

(b)(5), Deliberative Process

**Mechanism**

[Redacted]

(b)(5), Deliberative Process

**Budget and FTE changes**

[Redacted]

(b)(5), Deliberative Process

**Implications for other agencies**

[Redacted]