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**From:** Bill Valdez <bill.valdez@seniorexecs.org>  
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[SEA Letter to OPM Director Pon re ERBs \(00118763x87C30\).docx](#)  
[Proposed OPM ERB Regulations Letter 5-19-10 \(00009258x87C30\).pdf](#)

**From:** Bill Valdez  
**Sent:** Thursday, May 3, 2018 11:45 AM  
**To:** 'david\_bernhardt@ios.doi.gov' <david\_bernhardt@ios.doi.gov>  
**Cc:** 'Jason Briefel' <briefel@seniorexecs.org>; 'scott\_cameron@ios.doi.gov' <scott\_cameron@ios.doi.gov>  
**Subject:** DOI Followup

Deputy Secretary Bernhardt,

Many thanks for taking time to meet with us yesterday. I learned a great deal and very much appreciate all that you are doing to build a strong and effective ERB and executive workforce at DOI. As I mentioned, what you are doing could be a best practice and we are pursuing discussions with OPM to incorporate your ideas into a government-wide effort to strengthen ERBs (see attached letter to Jeff Pon). Our thinking is still evolving on this issue, but the five big buckets below encapsulate where we hope to go (and are referenced in the 2010 memo we went to then OPM Director John Berry):

- Documentation & Transparency – ERBs should document each meeting; composition of ERB should be announced in Federal Register (like PRBs)
- Composition of ERBs – ERBs should have a 70-30 split between career and political members; each ERB should be convened and chaired by the CHCO; agencies should develop broad criteria on the types of employees/technical skills/backgrounds that may serve on an ERB; agencies should have a plan to ensure diversity among ERB members
- Convening ERBs – ERBs should be convened every 6 months, with one ERB per HQ agencies, and one ERB for each component (unless the component is small and then the HQ ERB can serve as the component ERB); ERB members will serve for the duration of the 6 month period
- Scope of ERBs – They should oversee CDP selections and other executive development (in line with agency strategic talent development), initial hires into the SES, SES reassignments, and SES selections at any level (also in line with agency strategic talent management); The ERB should review agency SES and SL/ST slots to ensure they align with agency senior leadership needs; The ERB should be especially focused on reassignments, hiring, etc during a presidential transition and immediately following the 120 day period.
- ERBs should be tied into the Strategic Human Capital Management plans as outlined in 5 CFR Part 250. ERBs should have evaluation and performance metrics that ties into the plan and ERB members should be given information on the HCF/HCOP of the agency to inform their work.

You and Scott also commented on a number of issues, as follows:

1. Does DOI have any SES equivalents? No, it appears DOI does not have any special SES-equivalents. Looks like you might have missed out on that gravy train.
2. Provide models of continuing education for SES to Scott. We'll get back to you on this, Scott.
3. Comment on Scott's idea of linking similar ERBs to promote executive rotations. We mentioned the idea to a number of folks at the Army Corps and they thought it was great idea. We can definitely help facilitate these engagements – as well as pitch the idea into OMB/OPM. Great idea, Scott!
4. Comment on Dep Sec Bernhardt's ideas on performance accountability, particularly going to stakeholder views rather than relying on the current form. We agree and think this could be approached through the Customer Service CAP Goal. We'll discuss with OMB and OPM.

Regards,

**Bill Valdez**

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