

**INTERAGENCY AGREEMENT
IN THE
UNITED STATES DEPARTMENT OF THE INTERIOR
BETWEEN THE
BUREAU OF LAND MANAGEMENT
AND THE
U. S. GEOLOGICAL SURVEY
CONCERNING
THE ASSIGNMENT OF SELECTED U. S. GEOLOGICAL SURVEY PERSONNEL
TO BUREAU OF LAND MANAGEMENT FIELD OFFICES DUE
TO THE REDUCTION IN FORCE AT THE U. S. GEOLOGICAL SURVEY**

I. PURPOSE AND SCOPE

The purpose of this Interagency Agreement (IA) between the Bureau of Land Management (BLM) and the U. S. Geological Survey (USGS) is to provide a mechanism for placement of separated USGS personnel who have the skills and expertise required by the BLM, into field offices of the BLM. The BLM, subject to FTE and budget availability for FY 1996, has an ongoing need of specific skills and expertise in the day-to-day administration of its land management duties under the Federal Land Policy and Management Act of 1976 (FLPMA). These personnel will be separated from the USGS by a Reduction In Force (RIF) and their placement at the BLM will permit the proper implementation of the BLM's Surface Management and Mining Law Administration programs.

Background: The Surface Management and Mining Law Administration programs have increased in size over the years as plans of operations and notices have been filed and processed. Plans of operations require full NEPA review (environmental assessments or Environmental Impact Statements). Reclamation activities and decommissioning of existing mines is now a major component of the BLM's work load. Estimating reclamation costs for setting of reclamation bond amounts prior to plan of operations approval is required. Economic viability of mines and mineral deposits must be determined for issues concerning valid existing rights and discovery requirements under the mining laws.

The BLM requires additional professional staff to address the increasing workload associated with the environmental analysis of mining operations and to plan for decommissioning of existing mines. Expertise needed by BLM includes:

- o Hydrologists, geologists, physical scientists, and mineral economists who are familiar with mining operations for NEPA analysis, plan operating conditions, and economic viability of mines and mineral deposits,
- o Civil, metallurgical, and mining engineers for reclamation and decommissioning (closure) plan designs and costing of such plans,

- o Geologists, hydrologists, and physical scientists who are familiar with acid mine waters and long term mine drainage issues.

II. PREREQUISITES

The BLM expects to receive an additional budget outlay in FY 1996 and the outyears in the Mining Law Administration Activity. A portion of this additional budget authority will be used to hire from the USGS essential personnel who have the scientific and engineering skills that BLM requires. The BLM lacks the necessary FTE to accommodate the needed personnel. The BLM expects that the USGS will agree to transfer the necessary FTE to the BLM to accomplish this personnel transfer. The FTE transfer process will be further described below in Section III of this IA.

III. FULL TIME EQUIVALENT TRANSFER

The BLM requires a minimum of 30 FTE for the program. Ten are required for transfer of cooperative education students who are geologists, hydrologists, and engineers, and 20 for experienced USGS personnel. Depending on total levels of budget authority, a possibility of utilizing additional FTE above the 30 minimum exists. The USGS agrees to transfer initially to BLM ten vacant FTE required for the placement of BLM cooperative hires. In addition, the USGS agrees to transfer to BLM the FTE associated with a selected USGS employee so that BLM may place the person within the BLM organization. For each USGS person placed within BLM, the USGS agrees to transfer to BLM one additional vacant FTE for BLM's future use in the programs. The BLM shall receive a maximum of 40 FTE from the USGS through this Interagency Agreement.

IV. SELECTION PROCEDURES

1. The BLM supplies USGS/GD with complete National list of positions available. Such list will include duty station, position title, and major skill required. The BLM State Directors are currently compiling this list, which is due to Assistant Director, Resource Use and Protection by July 28, 1995. The BLM should have compiled list to USGS/GD no later than August 7, 1995.

2. The BLM includes in the list for each State, the name and phone number of the appropriate Deputy State Director, or his designee, who will serve as the point of contact for all inquiries by USGS personnel as to a particular job available in that State. The list will be prioritized by BLM within each State in terms of State needs (1st, 2nd, 3rd, etc.). The BLM will also prioritize the list at the National level for funds and FTE distribution.

3. The USGS/GD issues list as an "interest announcement" to all field and local offices no later than August 14, 1995. Responses are due to USGS/GD by interested parties no later than August 25, 1995.

4. Interested parties are to simultaneously file SF 171s, resumes, or similar documents with USGS/GD and the BLM Deputy State Director where the position sought is located.

5. The grade level of each BLM position will be determined by BLM classification standards. If a USGS person accepts a BLM position at a lesser grade, the USGS person accepting such transfer acknowledges that such transfer to a lesser graded position is voluntary, and that person's grade and pay are those of the new position, and not of the former position within the USGS.

6. The BLM Deputies, or their designate, will interview all candidates for each position applied for between August 28 and September 15, 1995. The Deputies will have a proposed selection ready to go by that date.

7. The BLM and USGS will hold the selection list in readiness for final budget numbers to arrive from Congress. When the budget is passed, and assuming the monies are available in the final budget, BLM Headquarters, through the Assistant Director for Resource Use and Protection, will allocate funds and FTE to each State based upon budget availability and the National priority list.

8. In unison with the allocation of funds and FTE, the State concerned will formally notify the USGS employee on the priority selection list of his/her selection and will process the necessary personnel actions to place the USGS employee into the BLM field position as a BLM employee.

V. FINANCIAL ARRANGEMENTS

A. The BLM Director's Office (300) will hold sufficient monies in his office to fund the 30 FTE covered by this IA. Such funds will be released to each BLM State in concert with the selection of a USGS person by that State. The USGS will simultaneously release the associated FTE to BLM so that BLM can assign the FTE for the selected person to the BLM office receiving the placement.

B. Travel and transportation of household goods of USGS personnel will be paid for by the BLM. Reimbursement for sale and purchase of housing will be considered on a case-by-case basis.

VI. ADMINISTRATION

A. This IA shall take effect upon the signature of the Directors of the BLM and the USGS or their authorized representatives.

B. Actual administrative procedures to implement this agreement will be determined by the two agencies.

VII. SIGNATURES

Joseph M. Murrell
Director, Bureau of Land Management

8/21/95
Date

Robert P. Eades
Director, U.S. Geological Survey

08/18/95
Date