

**From:** Loudermilk, Weldon  
**To:** [Pletcher, Mary](#)  
**Cc:** [James Cason](#); [Michael Black](#)  
**Subject:** Re: Loudermilk - Proposed Senior Executive Service Directed Reassignment  
**Date:** Thursday, June 22, 2017 7:05:14 PM  
**Attachments:** [Loudermilk Preference Form.docx](#)

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As requested.

***Weldon B. Loudermilk,***  
Director - Indian Affairs  
1849 C Street NW, MS-4606-MIB  
Washington, DC 20240

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On Thu, Jun 15, 2017 at 2:55 PM, Pletcher, Mary <[mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov)> wrote:

Dear Weldon "Bruce" Loudermilk,

The Senior Executive Service (SES) was established by Title IV of the Civil Service Reform Act (CSRA) of 1978 (P.L. 95-454, October 13, 1978). The intent of the CSRA was to create a corps of seasoned leaders with broad and diverse experiences who can lead a variety of organizations. Congress intended the SES to be a mobile corps of members. As a member of the SES, you serve the vital role of ensuring that the executive management of the Department is both responsive to the needs, policies, and goals of the nation and is of the highest quality.

Rotation of SES provides an opportunity to improve talent development, mission delivery, and collaboration. It facilitates joint problem-solving and effective decision-making. The Executive Resources Board has proposed your reassignment from your current position to Deputy Special Trustee – Field Operations with the Office of the Special Trustee for American Indians, located in Albuquerque, New Mexico.

Throughout your career, you have served in a variety of leadership positions in Indian Country. You have served as a Regional Director in two Bureau of Indian Affairs Regions – Great Plains and Alaska. For 10 years, you served as a Fiduciary Trust Officer in the Office

of the Special Trustee for American Indians. You also have served multiple details including as Chief of Staff to the Principal Deputy Special Trustee and as a Regional Trust Administrator. Your experience holding leadership positions focused on meeting the Secretary of the Interior's Indian Trust responsibilities makes you well qualified to serve as the Deputy Special Trustee for Field Operations in the Office of the Special Trustee for American Indians.

The attached form provides an opportunity for you to express your preferences with respect to the proposed reassignment. Please return the completed form electronically to me at [mary\\_pletcher@ios.doi.gov](mailto:mary_pletcher@ios.doi.gov) by **close of business on June 22, 2017**.

If you have any questions, please let me know. I can be reached at (202) 208-4505.

Best,

Mary

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Mary Pletcher  
Department of the Interior  
Deputy Assistant Secretary for Human Capital and Diversity  
Chief Human Capital Officer  
(202) 208-4505

To: Mary Pletcher

From: Weldon Loudermilk

I prefer to:

\_\_\_\_\_ Accept this reassignment

Not to accept this reassignment for the following reasons:

As a Career (non-political) SES Civil Servant I accepted the position as Director, Bureau of Indian Affairs less than eight months ago and thus began the process of relocating my family from Anchorage, Alaska to Washington, D.C. The Department paid for my relocation expenses for which my family and I are still in transition. My appointment as BIA Director is a culmination of over 27 years of dedicated service, during which I acquired necessary education and skillsets through various organizations and positions, always advancing and always contributing to the mission of the organization and those we serve. I believe that the proposed reassignment to the position in OST does not serve the Department's stated purpose in conducting these reassignments, which is to add new insights and ideas to the bureaus and regions. As I have served as the BIA Director less than eight months, I am still very new to the position. Further, I spent years in the Office of the Special Trustee, and therefore moving me back to OST would serve to revisit past programmatic oversight, roles and responsibilities.

If the requested action can not be granted then I request I be considered for the position of Deputy Bureau Director, Field Operations (BIA) located in Albuquerque, New Mexico.

Thank you for your consideration in this proposal.

\_\_\_\_\_ Reject this reassignment. I expect to retire or resign from the Federal service.

I acknowledge that this form constitutes my expression of my preferences and does not constitute a final decision.

Please transmit this form via email to Mary Pletcher.