



Trinity River Restoration Program

P.O. Box 1300, 1313 South Main Street, Weaverville, California 96093
Telephone: 530-623-1800, Fax: 530-623-5944

NC-150

September 5, 2018

MEMORANDUM

To: Trinity Management Council (TMC)

From: Caryn Hunt DeCarlo
Executive Director, Trinity River Restoration Program (TRRP)

Subject: TRRP Science Coordinator Position

With the recent vacancy of the TRRP Science Coordinator position I wanted to convey to TMC my views related to the position. Dan Everson, Field Supervisor of the Arcata Fish and Wildlife Office, and I have initiated discussions on this topic. This memorandum outlines what I have shared with Dan regarding what I believe is important related to the position for the best success of management of the TRRP.

The Science Coordinator is a key position of the three-person management team of the TRRP which also includes the Executive Director and the Implementation Branch Chief. All three positions can function best if they are located in one office, therefore the Science Coordinator position should be reinstated in the Weaverville Program Office. Having the Science Coordinator position in the Program Office allows the position to fully focus on the restoration work of the TRRP and the joint management of the TRRP management team. Even with the best intentions of all parties, if the position is located in another office communication becomes more difficult and is less effective. As with any office setting, the issues and priorities of the office one is located in strongly influence the focus of the person's attention and work. The Science Coordinator can only truly focus on the TRRP if located within the Program Office.

Having all three managers in one office both provides for daily communications between them, including joint in-person discussions/meetings on TRRP topics, as well as with Program Office staff, and the Partner staff who meet regularly at the Program Office. Working closely together on a daily basis facilitates cohesiveness of management direction of the TRRP and information sharing. The Program Office in Weaverville is the center of the restoration reach of the Trinity River and has intimate connections with the local communities that influence and shape the management of the Program. These interactions are only experienced regularly in the Weaverville Program Office and should jointly be part of the management team's shared efforts for this important part of the Program work.

Trinity Management Council

Don Bader, Chair, Bureau of Reclamation – Justin Ly, Vice Chair, National Marine Fisheries Service –
Terri Simon-Jackson, USDA Forest Service – Mike Orcutt, Hoopa Valley Tribe – Dave Hillemeier, Yurok Tribe – Keith Groves, Trinity County –
Teresa Connor, California Department of Water Resources – Dan Everson, US Fish & Wildlife Service –
Caryn Hunt DeCarlo, TRRP Executive Director

My second principal view on the Science Coordinator position is that it should be retained at the current GS-13 (federal pay scale) grade level. Hiring at this grade level would best help to recruit an experienced employee with the key leadership skills necessary to advance the science of the TRRP. As depicted in the recent TRRP Refinements recommendations and throughout the history of the Program, the Adaptive Management mandate is key to the success of the Restoration Program and needs to be advanced in the Program through the combined work effort and attention of the Science Coordinator along with the Executive Director and Implementation Branch Chief. While the exact direction of Program Adaptive Management is still being formulated, there is extensive work required to lead the Program science and it is clear we require leadership by the best qualified Science Coordinator we can recruit. This recruitment effort includes offering the incentive of a grade level commensurate with the significant responsibilities of the position.

Finally, there are a lot of different opinions regularly shared with me by TMC and Partner staff on many topics related to the Program. Among these is the perspective that the Science Coordinator should be a direct report supervised by the Executive Director and therefore should be in the same agency. While there are administrative aspects that would be easier if the position were to return to that original Program staff organization, I believe there are other valuable advantages to keeping the Science Coordinator as a USFWS position. As a USFWS Science Coordinator stationed in Weaverville, the position can serve as a link facilitating connections and interactions between the Program Office and the Arcata Fish and Wildlife Office for collaborative management of the Program. This includes collaborative management with the USFWS leadership and a link for regular communications with USFWS technical staff with their expertise that are key Program contributors.

The views represented in this memorandum are mine. While Dan and I have discussed the position vacancy, considerations are being evaluated and no decisions have been made. We have both committed to working closely together to jointly support the employee in the TRRP Science Coordinator position. I believe we need to immediately initiate filling the position as it will take considerable time under federal hiring procedures and there is critical work to be done and Program science leadership needed. Dan has affirmed that filling the vacancy is a priority for him.

Thank you.