

## Executive Summary

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### Office of Safety and Health Update

Diane Schmitz provided an update on the recent restructuring of the DOI Office of Safety and Health (OHS). Under Diane, there are now two Division Chiefs, Bob Garbe, Division Chief for Industrial Hygiene, Occupational Health, and Medical Programs; and Barry Noll, Division Chief for Safety, Evaluations, and Voluntary Protection Programs.

### 2010 Safety Seminar Report

Barry Noll reported on the success of the 2010 Safety Seminar held this June in Baltimore. In total, fifty-two surveys were completed following the conference. The feedback was overwhelmingly positive.

### Work Group Updates

Council members provided updates on the following work groups: Aviation, Wildland Fire, RAS Training, Watercraft Safety, Dive Program, Emergency Management, and the OHV/ATV work group.

### Serious Accident Investigation (SAI) Process

Kathy Greer presented an update on the work of an interagency group (initiated by NIFC) to define the Serious Accident Investigation process. Many members of the Council were unaware until recently that this was taking place. As a result, instead of moving forward independently, the Council has decided to let the interagency group complete its work by 12/31/10, before taking any further action. However, the Council did provide input into the interagency process.

### Bureau Evaluation Pilot

Barry Noll, Jim Meredith and Paul Holley reported out on the first Bureau Evaluation conducted at the Bureau of Reclamation. All are pleased with how this process has gone thus far. No major deficits were found within BOR, although areas for improvement were identified and the organization was praised for what they have done and are doing well. Good constructive conversations were had with local management on the closeout at each site. A question has been raised by the Deputies Operating Group (DOG) about reviewing each bureau on an annual basis. Before this decision is made, the DOG asked to have all bureaus base lined in FY 2011. As such, three bureaus will get base line reviews in the first quarter of FY11.

### USGS IAS System

Bill Miller gave a briefing to the Council on the current status of the IAS system being used in USGS. Many Council members were impressed with the sophistication and utility of the current system. Once SMIS has become a more user-friendly tool, the next step will be to install a "bolt on" IAS system to SMIS. Eventually, the Council will need to determine if using this system will become mandatory across all bureaus.

### 485 DM Chapter 18: Occupational Medicine

The Council unanimously approved the 485 DM chapter 18, Occupational Medicine, with one addition (see edited version of the chapter).

### 485 DM Chapter 23: Public Safety and Health

The Council made some revisions to chapter 23, Public Safety and Health. There was much discussion about the actual scope of responsibility that DOI bureaus have for the safety of visitors. The group agreed to a proposed scope of responsibility that Barry Noll will use to revise the chapter prior to the next meeting.

### 485 DM Chapter 30: Firearms Safety

The Council began, but did not complete the edit of chapter 30. It will continue this review at the November SOHC meeting. In the interim, a standing Firearms (for non-law enforcement personnel) Work Group will be established populated by bureau representatives who will be most impacted by this policy.

### **Bureau Reports**

Each Bureau Safety Manager, except for NPS, gave a brief update on activity within his or her organization.

### **Assurance Statement**

Diane Schmitz reminded the bureaus of the 9/30/10 deadline for submission of their Assurance Statements to OHS.

### **Awards Convocation**

Council members expressed their concern that the awards convocation might not take place in the coming fiscal year. Diane Schmitz will talk to Pam Malam to find out why the convocation may not happen. The Council requests that she ask Pam to be an advocate for them with the Secretary to encourage him to hold the convocation.

### **VPP at Elephant Butte**

Several representatives from the Bureau of Reclamation's Elephant Butte Dam and Power Plant joined the Council for a discussion on their status as a VPP Star site. The site has 25 employees and began the VPP process in 1998. Today there is significant management buy-in for this program. They do not have a dedicated safety coordinator, but instead have collateral duty safety representatives (CDSR). They shared with the Council the strategies they employ that have allowed them to be the only VPP Star site in the Department.

### **RAC Webinar**

The Council participated in an NPS webinar on Risk Assessment Codes (RAC). The Council provided positive feedback on the webinar. Mike May offered to connect anyone interested in using the program with the NPS liaisons to Eppley Institute, or he would provide any of the NPS-owned reference materials to anyone who would like them.

### **Deep Water Horizon Update**

A transition plan for managing the Gulf oil spill response has been developed. Part of this transition includes opening a project office in the Gulf region. Health and safety personnel will continue to work on the oil spill response on a two-week rotation. Tim Radke will be working on a report on the long-term exposures to employees of oil spill response work.

### **POWER Initiative**

Barry Noll presented the seven performance measures contained in the new White House initiative entitled, "Protecting Our Workers and Ensuring Reemployment" (POWER). Four of these measures are the same as the four as under the SHARE initiative. OHS will be following up with the Department of Labor on guidance for measuring these new goals.

### **Next Meeting**

The next Council meeting will take place on November 16-17, 2010 in Arlington, Virginia.

## **Meeting Summary**

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Council Members Present: Maurice Banks (OSM), Rose Capers-Webb (OMBRE), Steve D'Antoni (NBC), Kathy Greer (BLM), Paul Holley (BIA), Mike May (NPS), Jim Meredith (BOR), Bill Miller (USGS), Barry Noll (OHS), Mary Parkinson (FWS), Rhonda Poolaw (OST), Diane Schmitz (OHS).

Council Members Absent: Ed Awni (PMA), Larry D. Emanuel (SOL), Jim Robison (OIG).

### **Office of Safety and Health Update**

Diane Schmitz provided an update on the recent restructuring of the DOI Office of Safety and Health (OHS). Under Diane, there are now two Division Chiefs, Bob Garbe, Division Chief for Industrial Hygiene, Occupational Health, and Medical Programs; and Barry Noll, Division Chief for Safety, Evaluations, and Voluntary Protection Programs. Dave Schuller, formally from the NPS, has been hired to replace Barry in his previous position. Dave will be in his new role by 9/13/10. Armando Galindo will now be the IT Team Leader (Non-supervisory). Three new positions will be added to this team, 1) SMIS Assistant System Manager and Website Administrator, 2) IT Support Specialist, 3) SMIS Helpdesk Coordinator.

### **2010 Safety Seminar Report**

Barry Noll reported on the success of the 2010 Safety Seminar held this June in Baltimore. In total, fifty-two surveys were completed following the conference. The feedback was overwhelmingly positive. ASSE is interested in partnering with DOI again on the 2012 Conference to be held in Denver. The Council agreed it would form a steering committee to plan for the next conference at the November SOHC meeting. There was consistent feedback about adding another DOI day to the end of the ASSE conference and a "meet and greet" the night before as a way to have more engagement with peers.

### **Work Group Updates**

#### **Aviation Work Group: Maurice Banks**

- There was a fatality in June when an instructor was killed in a training exercise in a fixed wing Cessna 185. This has resulted in the development of additional pilot training.
- At least one bureau has begun using unmanned aircraft. The OPM 9-11 that has been developed on unmanned aircraft does not contain much safety language.
- An Aviation Management System is currently being developed. The Aviation Work Group will hold a meeting soon to discuss this.

#### **Wildland Fire Work Group: Rod Bloms - NIFC Wildland Fire Coordinator**

- NWCG Serious Accident Investigation Tasking: A draft SAI Guide should be ready by 9/10/10.
- EMPB 2010-12 Reporting of Serious Emergency Incidents - Recognition of Established Reporting Procedures: NIFC believes that this does not supersede wildland fire reporting guidelines nor does it duplicate existing reporting methods. It is intended to establish a reporting process that ensures IOC receives timely notification. This applies to fires of "national significance".
- DOI Wildland Firefighter Medical Standards Program: Implementation under the contractor, MDI, will begin September, 2010.

#### **RAS Training: Mike May**

- On 8/25/10 two webinars were conducted in the NPS on the Risk Assessment Code (RAC) system for a limited audience. On 8/31/10 and 9/7/10 two additional service-wide webinars will take place. Mike May and someone from facilities will participate as technical experts in all the webinars.

- The NPS has a cooperative agreement with the Eppley Institute until June 2011. If other bureaus want to customize this training, they can work with Eppley to do that under the current agreement with the NPS. There are two parts to this webinar: 1) How to apply a RAC. 2) How to input the data into FMSS. The first part is applicable to all bureaus, but the second part will likely need to be modified for each bureau. Due to the agreement with Eppley, bureaus cannot take the material and adapt it internally as it is considered proprietary. Eventually this webinar will be presented as a telnet course, recorded and made available on DOI Learn.
- Jeri Mihalic & Betsy Dodson are the points of contact for this contract. Mike May will send their contact information to the group and information on how much it might cost. It is estimated that \$5,000 should be enough to modify the presentation.
- Diane Schmitz suggested the DASHOs should receive this presentation; Mike May concurred.

**Watercraft Safety Work Group: Mary Parkinson**

- The group has submitted their suggested revisions on the DM Chapter pertaining to water safety.
- Their next face-to-face meeting will be held in October in San Diego to review the new policy and discuss the long-term vision to maintain the program. One major issue concerns sustaining the ranks of MOCC instructors.

**Next Step:**

- Mary Parkinson will send Barry Noll the information on the next Watercraft Safety Work Group agenda when it becomes available.

**Dive Work Group: Barry Noll**

- This next national conference will be at NCTC on February 21, 2011.

**Emergency Management Work Group: Staci King**

- On 9/24/10 a meeting will be held to discuss the All Hazards Qualification System and to increase coordination among the bureaus. At some point, there will be an opportunity for the Council to have input into this process.
- They are about to review the catalog of safety positions. Are there others that should be included as a result of the oil spill response?
- There is a concern that DM 900 on reporting of “significant events” creates too many notification requirements for the field.

**OHV/ATV Work Group: Kathy Greer**

- Currently a charter is being developed for an OHV/ATV work group within BLM. Once the BLM management formally recognizes the work group, it will be ready to interface with other relevant groups including the DOI SOHC. The BLM will also take the lead on the DOI OHV/ATV work group. The Council agreed the work group should focus on the following deliverables:
  - Definition: Define the scope of the policy regarding the types of vehicles to which it applies. (This should include off-road motorcycles and snowmobiles.)
  - Analysis: Conduct an analysis of ATV accidents recorded in SMIS over the last 5 years.
  - Inventory: Conduct an inventory of the types of vehicles and types of uses across all bureaus.
  - Policy: Develop common policy across the Department.
  - Training: Develop standardized training after conducting a needs assessment with users of these vehicles. Develop a proposal on resource needs for this training and potential sources of funding.

**Next Steps:**

- All Bureaus will resubmit their nominees for the DOI work group to Kathy Greer by November 15, 2010.
- The BLM and OHS representatives will be co-chairs of the DOI work group and will convene the first meeting to develop its charter before the end of the calendar year.

- Mike May will send a copy of the NPS OHV policy to the Council by 9/15/10.

### **Serious Accident Investigation (SAI) Process**

Kathy Greer presented an update on the work of an interagency group (initiated by NIFC) to define the Serious Accident Investigation process. Many members of the Council were unaware until recently that this was taking place. As a result, instead of moving forward independently, the Council has decided to let the interagency group complete its work by 12/31/10, before taking any further action. The Council requested Kathy take the following input back to the interagency work group.

- When a bureau needs assistance on SAI from another bureau:
  1. The requesting bureau's DASHO will communicate directly with the Departmental DASHO, who will formally make the request to the other bureau's DASHO.
  2. Travel expenses for SAI team members will be covered initially from a holding account within OHS, which will be reimbursed later by the requesting bureau. (This represents a change to 485 DM.)
  3. Create a "shadow assignment" with the SAI team for a safety manager from the requesting bureau as a training opportunity.
  4. After the conclusion of the investigation, the SAI Team and local and regional management will draft the Management Evaluation Report (MER) collaboratively. (This represents a change to 485 DM.)
  5. Maintain a resource list at the Department level of all the individuals with technical, management and SAI expertise within each bureau (Possibly use the all hazards gray card system available within the Office of Emergency Management). A SharePoint site may be used for this purpose.
  6. Share investigation findings with other bureaus through briefings at SOHC and DASHO meetings.
- Does the interagency group agree with the process outlined above?
- Will the USFS and DOI agree on the same level of transparency of information sharing and reporting internally and externally?

#### Next Steps:

- Bob Garbe will conduct a conference call on the status of the holding account November 24, 2010.
- The Council will review the output of the interagency work group at its first meeting in 2011. (At that time it may be appropriate to make a recommendation to the DASHO Council.)

### **Bureau Evaluation Pilot**

Barry Noll, Jim Meredith and Paul Holley reported out on the first Bureau Evaluation conducted at the Bureau of Reclamation. All are pleased with how this process has gone thus far. No major deficits were found within BOR, although areas for improvement were identified and the organization was praised for what they have done and are doing well. Good constructive conversations were had with local management on the closeout at each site. One of the challenges identified during this process concerned how to do a closeout meeting with the management team and what to include in the report since it is intended to be a bureau level review not a site-specific review.

The 485 DM chapter on bureau evaluations was temporarily shelved when the Deputy of Operations Group (DOG) requested that these reviews happen annually, not every three years. The DOG was informed that if they wanted every Bureau/Office to be reviewed each year, they would need to find the additional funding since OHS has budgeted to review all Bureaus/Offices over a three-year time frame.

A few changes will be made to the evaluation process in the future. First, the evaluation team will have fewer people. Second, program documentation will be reviewed in advance so the site visit to interview staff will only need to be 1-2 days in length. There will be six major categories of questions to be asked during each site visit.

## **USGS IAS System**

Bill Miller gave a briefing to the Council on the current status of the IAS system being used in USGS. Many Council members were impressed with the sophistication and utility of the current system. Once SMIS has become a more user-friendly tool, the next step will be to install an abatement tracking system. Eventually, the Council will need to determine if using this system will become mandatory across all bureaus. Within the next few months the Council will hold a meeting focused on the major decisions related to the development of SMIS.

## **485 DM Chapter 18: Occupational Medicine**

The Council unanimously approved the 485 DM Chapter 18, Occupational Medicine, with one addition (see edited version of the chapter).

## **485 DM Chapter 23: Public Safety and Health**

The Council made some revisions to Chapter 23, Public Safety and Health. There was much discussion about the actual scope of responsibility that DOI bureaus have for the safety of visitors. Generally, the Council agreed on the following scope of responsibilities.

### **Operations & Facilities:**

1. Provide a means to assess risk
2. Inform visitors of hazards
3. Protect visitors from known hazards

### **Lands:**

1. Provide a means to assess risk
2. Inform visitors of risk

### Next Step:

- Barry Noll will revise Chapter 23 and bring it back to the Council for another review.

## **485 DM Chapter 30: Firearms Safety**

The Council began, but did not complete the edit of chapter 30. It will continue this review at the November SOHC meeting. In the interim, a standing Firearms (for non-law enforcement personnel) Work Group will be established populated by bureau representatives who will be most impacted by this policy. The work group will be co-chaired by the USGS and OHS representatives. Participating bureaus include: BIA, BLM, FWS, NPS, OHS, USGS.

### Next Step:

- Barry Noll will convene a meeting of this work group prior to the next Council meeting.

## **Bureau/Office Reports**

### BIA: Paul Holley

- Primary focus has been on stimulus projects (All of them need to be awarded by the end of next month.)
- Three new schools have opened recently
- Have issued 89 certificates of occupancy
- Last few months have been spent working on the bureau evaluation pilot at BOR
- Still have four positions to be advertised
- Still addressing wild land fire fighting boot issue

### OST: Rhonda Poolaw

- Established a connection between DOILean and their system
- Have been working to define training requirements for their safety committee
- Currently working on administrative program reviews
- Safety and security reviews are underway

- Working with Leon Craig on the DOI Access card program

BLM: Kathy Greer

- Hired three new state safety managers this year (Utah, Colorado and California)
- Currently working with the general management evaluation team to conduct reviews in WY, NM and OR. Will be scheduling AL and ID soon. Will try to combine internal reviews with the Bureau safety review.
- Is anyone interested in participating in a HAZCOM course? BLM has a few folks but not enough to fill a course.

FWS: Mary Parkinson

- Have been doing a lot of work in oil spill response over the last several months
- Working to develop policies on chain saw use, explosives, motor vehicles, accident reporting and investigation policies
- Federal Dive Meeting will be held during the week of 2/21/11 at NCTC.

USGS: Bill Miller

- USGS is reorganizing again to create a flatter organization. As of 10/1/10, they will be eliminating regions and folding those functions into a central office. A consequence of this change is that Bill now reports directly to the DASHO.
- There has been a visitor fatality as a result of a grizzly bear attack

NBC: Steve D'Antoni

- They have had an employee fatality – a pilot on training flight. The bureau would like to nominate the two people who attempted to save the pilot. Is concerned that the awards convocation will not take place this year.
- Modernization efforts at MIB continue. Currently working on wing 2, which is scheduled for completion by September, 2011. Wing 1 will be complete in 2013. Stimulus money is supporting the renovations on the Interior building.
- A contractor will begin a mechanical safety inspection next week.
- A BOR ergonomics fair will take place at MIB in mid-October.

Next Step:

- Barry Noll will advertise the BOR Ergonomics Fair at MIB on SafetyNet.

BOR: Jim Meredith

- Currently working on all the needed safety improvements identified during his first year.
- Working on improving inspection documentation
- Working on the bureau evaluation pilot
- Conducting energy studies
- Working on a BPA for fire protective gear
- Developing a Hearing Loss Prevention program
- Ergonomics work is taking place in regional and headquarters offices
- A meeting will be held by 10/1/10 with SES directors to give a briefing on roles and responsibilities regarding employee safety.
- Currently 2 of 5 regional safety manager positions are vacant in Colorado and the Pacific NW.

BOEMRE (formally known as MMS): Rose Capers-Webb

- MMS has been renamed Bureau of Ocean, Energy Management, Regulation and Enforcement (BOEMRE)
- As of 10/1/10 the Minerals Revenue Management will be renamed the Office of Natural Resources Revenue under Rhea Suh.

- Don't yet know where the Safety or Emergency Management functions will reside after the reorganization.
- Held Safety and Health week third week in August.
- Increasing the emphasis on hearing conservation as a result of the high number of standard threshold cases recorded in the last three years

### **Assurance Statement**

Diane Schmitz reminded the bureaus of the 9/30/10 deadline for submission of their Assurance Statements to OHS.

### **Awards Convocation**

Council members expressed their concern that the awards convocation might not take place in the coming fiscal year. Diane Schmitz will talk to Pam Malam to find out why the convocation may not happen. The Council requests that she ask Pam to be an advocate for them with the Secretary to encourage him to hold the convocation.

#### Next Step:

- Diane Schmitz will inform the Council of her conversation with Pam Malam by 9/10/10.

### **VPP at Elephant Butte**

Several representatives from the Bureau of Reclamation's Elephant Butte Dam and Power Plant joined the Council for a discussion on their status as a VPP Star site. They included James Powell (facility manager), Galan Hanson (general engineer), Ron Hoskins (maintenance), Jerry Santiago (local area office representative), and Mike Hamman (Albuquerque area office manager).

The site has 25 employees and began the VPP process in 1998. Today there is significant management buy-in for this bottom up program. They do not have a dedicated safety coordinator, but instead have collateral duty safety representatives (CDSR). One of the strategies they have employed is to provide employees 4 hours of paid time off if no accidents occur during a quarter. They feel this has not inhibited employees from reporting accidents. Each month, they conduct an internal safety inspection and inspection team members rotate each time. Their documentation shows they are continually making progress on safety within the plant.

The component of the VPP program that has been especially challenging is the "Special Government Employee". They have so few employees that it is difficult to assign someone to this role as they don't have the time or financial resources to support it.

Other things they have done to improve safety include:

- Giving employees the authority to stop work if they see something that doesn't look safe.
- Equipment improvements have also improved safety.
- Trust has been increased among all managers and employees through regular breakfast gatherings that have helped to build relationships between people. This has increased employee morale and their sense of empowerment resulting in employees instigating safety discussions rather than waiting for the managers to do so.
- An annual policy review involves everyone by asking each person to review a portion of the policy even if it is not the section that addresses his or her job.

The change in mindset that has resulted from all of this is beginning to impact employees' personal lives.

### **RAC Webinar**

The Council participated in an NPS webinar on Risk Assessment Codes (RAC). The Council provided positive feedback on the webinar. Mike May offered to connect anyone interested in using the program with the NPS

liaisons to Eppley Institute, or he would provide any of the NPS-owned reference materials to anyone who would like them.

### **Deep Water Horizon Update**

A transition plan for managing the Gulf oil spill response has been developed. Part of this transition includes opening a project office in the Gulf region. Health and safety personnel will continue to work on the oil spill response on a two-week rotation. (Note: Mike May stated that Ken Meyer, an NPS employee, is interested in working in the Gulf for the duration.) Tim Radke will be working on a report on the long-term exposures to employees of oil spill response work.

### **POWER Initiative**

Barry Noll presented the seven performance measures contained in the new White House initiative entitled, "Protecting Our Workers and Ensuring Reemployment" (POWER). Four of these measures are the same as the four as under the SHARE initiative. The seven performance improvements include:

1. Reducing total injury and illness case rates
2. Reducing lost time injury and illness case rates
3. Analyzing lost time injury and illness data
4. Increasing the timely filing of workers' compensation claims
5. Increasing the timely filing of wage-loss claims
6. Reducing lost production days
7. Speeding employees' return to work in cases of serious injury or illness

#### Next Steps:

- OHS will contact the Department of Labor for clarification on how they will measure these goals by October 31, 2010.
- OHS will reach out to the HR community to get them engaged in this conversation November 15, 2010.

### **DASHO Meeting**

The Council proposed the following items to be included in the 9/16/10 DASHO agenda.

- Safety and Health Council Report to include:
  - Status of 485 DM chapter 7: Serious Accident Investigation
  - Status of 485 DM chapter 18: Occupational Medicine
  - Status of 485 DM chapter 23: Public Safety and Health
  - Status of vacancies for OHS safety manager and evaluation program positions
- Data Analysis Project Status
- Safety and Health Program Evaluation: BOR Review and plan for next year
- OHS Participation in the Deep Water Horizon oil spill response
- SMIS: Status and next steps
- POWER Initiative: Decide whether the Bureaus or the Department owns this initiative
- Assurance Statement

### **Parking Lot**

- Potential item for March SOHC Meeting: Review 24 and 72 hour SAI report templates
- Potential agenda item for March DASHO meeting: MOU/MOA on requesting assistance from other bureaus on Serious Accident Investigations (SAI).

### **2010 SOHC Meetings**

#### **Next Meeting**

Date: November 16-17, 2010

Location: Arlington VA

Potential Agenda Topics:

- Work Group Updates
- 485 DM Chapter: Firearms Chapter
- POWER Initiative
- Oil Spill Update
- 485 DM Chapter 23
- Discussion on why DOI has only one VPP site (and what should be done about it)
- Potential impact of impending budget cuts

### Meeting Assessment

Worked Well	Potential Improvements
<ul style="list-style-type: none"> <li>• Presentations from others outside the Council (Elephant Butte-BOR)</li> <li>• Webinar</li> <li>• BIA meeting facilities</li> <li>• Paul Holley's hosting efforts</li> </ul>	<ul style="list-style-type: none"> <li>• It would be helpful to know when individuals need to leave the meeting</li> <li>• It would be useful to know where everyone is staying during a meeting in case we need to contact them</li> <li>• Share cell phone numbers with each other</li> <li>• Choose a location for the next meeting where all participants are "off-site" (National Park?)</li> </ul>

### Action Item Summary

Task	Responsibility	Deadline
<b>Watercraft Safety Work Group</b>		
<ul style="list-style-type: none"> <li>• Send Barry Noll the information on the next Watercraft Safety Work Group agenda.</li> </ul>	Mary Parkinson	When available
<b>OHV/ATV Work Group</b>		
<ul style="list-style-type: none"> <li>• Resubmit nominees for the DOI work group to Kathy Greer.</li> </ul>	All Bureaus	10/15/10
<ul style="list-style-type: none"> <li>• Convene the first work group meeting to develop a charter.</li> </ul>	The BLM and OHS representatives	12/31/10
<ul style="list-style-type: none"> <li>• Send a copy of the NPS OHV policy to the Council.</li> </ul>	Mike May	9/15/10
<b>SAI</b>		
<ul style="list-style-type: none"> <li>• Conduct a conference call on the status of the holding account.</li> </ul>	Bob Garbe	9/24/10
<ul style="list-style-type: none"> <li>• Review the output of the interagency work group.</li> </ul>	SOHC	Spring 2011 meeting
<b>485 DM Chapter 23</b>		
<ul style="list-style-type: none"> <li>• Revise chapter 23 and bring it back to the Council for another review.</li> </ul>	Barry Noll	November Meeting
<b>Firearms Safety Work Group</b>		
<ul style="list-style-type: none"> <li>• Convene a meeting of this work group prior to the next Council meeting.</li> </ul>	Barry Noll	11/15/10

<b>SafetyNet</b>		
• Advertise the BOR Ergonomics Fair at MIB on SafetyNet.	Barry Noll	ASAP
<b>2011 DOI Awards Convocation</b>		
• Inform the Council of her conversation with Pam Malam.	Diane Schmitz	9/10/10
<b>POWER Initiative</b>		
• Contact the Department of Labor for clarification on how they will measure these goals.	OHS	10/31/10
• Reach out to the HR community to get them engaged in this conversation.	OHS	11/15/10

### Meeting Participants

<b>Affiliation</b>	<b>Name</b>	<b>Email</b>	<b>Office Phone</b>
OSM	Maurice Banks	jbanks@osmre.gov	202-208-2608
BOEMRE	Rose Capers-Webb	Rose.capers-webb@boemre.gov	703-787-1541
NBC	Steve D'Antoni	Stephen_d'antoni@nbc.gov	202-501-8693
BLM	Kathy Greer	Kathy_Greer@blm.gov	202-870-1780
BIA	Paul Holley	paul.holley@bia.gov	505-563-5365
NPS	Mike May	Michael_May@nps.gov	202-513-7222
BOR	Jim Meredith	jmeredith@usbr.gov	303-445-2695
USGS	Bill Miller	wrmiller@usgs.gov	703-648-7552
OHS	Barry Noll	Barry_noll@ios.doi.gov	202-208-5318
FWS	Mary Parkinson	Mary_Parkinson@fws.gov	703-358-2255
OST	Rhonda Poolaw	Rhonda_Poolaw@ost.doi.gov	505-816-1077
OHS	Diane Schmitz	Diane_Schmitz@ios.doi.gov	202-219-0189
AVATAR	Sue Thomas	Sue_Thomas@avatarinc.info	503-230-1201
<b>Members Absent</b>			
PMA	Ed Awni	Ed_Awni@ios.doi.gov	202-208-3347
OHS	Armando Galindo	Armando_galindo@ios.doi.gov	202-208-5549
OHS	Bob Garbe	Robert_garbe@ios.doi.gov	303-236-7112
SOL	Larry D'Emanuel	Larry.emanuel@sol.doi.gov	202-208-1549
OIG	Jim Robison	James_Robison@doioig.gov	703-487-5377