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**From:** Howard Brown - NOAA Federal <howard.brown@noaa.gov>  
**Sent:** Thursday, May 16, 2019 2:38 PM  
**To:** Cathy Marcinkevage; Garwin Yip; Barbara Byrne; J. Stuart; Rosalie del Rosario; Dan Lawson - NOAA Federal; Evan Sawyer - NOAA Affiliate; Sarah Gallagher - NOAA Federal; Kristin McCleery - NOAA Affiliate; Brittany Cunningham - NOAA Affiliate; Boring, Susan; Naseem Alston; Maria Rea  
**Subject:** Important ROC Update

ROC Team,

We just received confirmation that there has been a 2 week extension approved for the completion date of the ROC BiOp. This is both welcomed news, because it gives us some time to work through some challenges, but also difficult to bear given that everyone has been working so hard on this for such an extended period of time. This was a political decision that was made without much, if any regional input. This decision changes our priorities a bit, so thank you in advance for continuing to be flexible and patient with this. So, here is a short bullet list of what is happening:

- 1. Reclamation Comments on Shasta and Delta Sections:** Reclamation is going to transmit their comments on the Shasta and Delta draft effects analyses sometime this afternoon or tomorrow. If you are working on those section, we will be sharing the comments with you and ask that you familiarize yourself with them and be ready to engage next week in working through them.
- 2. Peer Review:** We are postponing the peer review to start on June 3. So, Instead of working this week and weekend on final edits and prep work to get the effects analyses ready for peer review, we need to regroup to work on other priorities.
- 3. Sharing other draft sections with Reclamation for Review:** We have committed to sharing other sections with Reclamation this week, including the Environmental Baseline, American River, East Side and Clear Creek section. I know that Cathy and Garwin have been talking with some of you about this, so please do your best work to address edits and review so that I can distribute these sections to Reclamation tomorrow.
- 4. Performance Measures:** We have committed to working with Reclamation to develop performance measures for Delta salvage and/or loss and Shasta temperature dependent mortality and total mortality (or survival if you are an optimist). Some of you (you know who you are) have been plugged into this effort. This exercise is moving very fast.
- 5. "Tiger Team" meetings:** Yes, they are back and this time NMFS will be hosting them. We will be meeting with the Directors on Monday morning from 10-1 to chart out how we will coordinate, in general, over the next 2 weeks. Some of you will be invited to this meeting, but we will be trying to protect people's time and space so that you can be most effective to help meet our end goal of completing a solid, defensible BiOp. The outcome of the Monday meeting will likely be some strategically-structured "tiger teams" or focus group sessions to work closely with Reclamation to work through division-specific comments on the effects analyses or performance measures. We are also very concerned about making sure people are plugged into appropriate team meetings to make sure we are making the most efficient and effective use of your expertise as well and ensuring that you have some independent time to work internally, and we will be seeking to find that time in the schedule for the next two weeks.

If you have any questions about where you fit in with these efforts or regarding you priorities, please check in with Cathy and/or Garwin. Also, if I have missed any key messages, I am going to ask Cathy, Garwin or Maria to weigh in.

So, thank you all for all of your dedication and hard work. I assure you that our agencies leadership recognizes the challenges that you are up against, but probably more important your individual and collective commitment to NOAA mission objectives and resource stewardship.

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