

## **RECOMMENDATION FROM OREGON LEARNING JOURNEY**

### **Explore where establishing Service First Regional/State Leadership Teams makes sense**

#### **Where?**

In States and Regions where field offices are actively engaged in the interagency approach, and particularly where Service First authority is used, or could be used more fully.

#### **Why?**

- Executives demonstrate commitment by “walking the talk” of Service First themselves
- Provides a forum for resolving issues and identifying opportunities , in both directions
- Supports strong working relationships at all levels

#### **Specific activities for consideration by RSLT**

- Establish a Service First project pot, funded by all agencies, awarded annually
- Designate a dedicated Service First Coordinator or Liaison position
- Adopt region/state-wide policies to streamline administrative processes
  - Eliminate duplicative training
  - Reduce number of formal agreements needed w/offset planning policy
  - Coordinate early dismissals
  - Accept national space allocation policy for collocations
- Meet annually with field managers to recognize success, maintain communications
- Commit to persevering and supporting collocations
- Consider interagency experience when filling vacancies
- Pursue opportunities to share personnel for critical needs

#### **Definitions**

- Collocation ---Where staff from two or more agencies occupy the same building.
- Combined --- Where staff from two or more agencies not only occupy the same building, but have intermingled staff offices together, regardless of which agency staff are administratively attached to.
- Cross-delegated --- Where an agreement/letter authorizes staff to perform duties for more than one agency. This may include supervising another agency's employees; making decisions regarding another agency's land; signing decision documents (e.g., grazing permits, application for permit to drill, etc.); and obligating or expending funds. At public meetings, cross-delegated managers can speak as a decision maker for land managed by either agency.
- RSLT --- Regional State Leadership Team