

**PEER 2017 Survey of BLM Range Staff**  
**in nine Western states (AZ, CA, CO, ID, MT, NV, NM, UT and WY)**  
**(224 surveys sent out and 81 returned = 36% rate of return)**

1. BLM does an effective job of monitoring range conditions.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	11%	62%	4%	16%	7%	0%

2. BLM protects rangeland health from the adverse effects of overgrazing.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	14%	54%	7%	20%	5%	0%

3. Effects of climate change are factored into how BLM manages its grazing program.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	2%	26%	39%	24%	9%	0%

4. In my experience, BLM appropriately factors water quality and quantity into range management decisions.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	14%	56%	14%	11%	5%	0%

5. In my experience, range management decisions are more driven by politics than resource protection.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	24%	29%	9%	21%	6%	0%

6. In my experience, BLM effectively deals with livestock trespass.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
Range	7%	42%	13%	20%	18%	0%

**Essays Responses to the following:  
“The new administration can best improve BLM by\_\_”**

**I. Grazing Management**

Back the BLM’s enforcement of their policies.

Get politics out of natural resource management.

Give the range crew some teeth, some way of promoting better care by permittees.

Raise the AUMs to at least \$5-\$7 per AUM.

Stop with the damn Cooperative Agreements that just give away federal dollars. They don’t even have to show they did a good job to get the funding.

The judicial system is failing in upholding BLM laws for grazing trespass in many instances.

Stop bending to livestock industry’s threats of violence and land transfers.

Increase grazing fees to market value.

On a range side of things, current regulation and policy don’t allow managers to make meaningful timely adjustments to livestock grazing to properly manage the land resource.

Allow the BLM to actively enforce the Taylor Grazing Act, Wild Horse & Burro Act, and FLPMA. Our hands are always tied, when authority exists to enforce.

And someone has to stand up to the environmental communities and tell them to pay for their own lawyers...really the tax payer pays. And on the other hand, BLM should stand up to the range users also.

**II. Streamline –More Resources into Field**

Reducing red tape to better accomplish actual work and improvement on the ground.

Drastically reducing the workforce in the BLM state and national offices. Most employees in the national and state offices hinder—instead of support—the work in local BLM offices, which is where all of the important on-the-ground work occurs.

Find a way to get more employees out on the public lands, instead of sitting in offices.

Look into doing away with the 3-tier and going back to 2-tier. District positions and state office positions are being created and filled and the field office positions are being sacrificed to accommodate those. We were told that the district positions wouldn’t grow but that has not been the case.

Getting rid of so many ridiculous programs. Firing management and staffing the specialists.

Never have I seen such a top heavy organization that knows nothing about the resources;

Washington DC staffers know even less.

Making sure that we (BLM staff) are able to do the job in a timely manner. Lots of times we are being very ineffective due to admin practices. Example is that procedures at the NOC (National Ops Center) are so time consuming that a window of opportunity is missed.

Making BLM go back to a 2-tier system. Do away with 3 tier like they did way back when—for a reason. Why do it again. We then have to support too many middle & upper management positions leaving less for the field where we need people to accomplish BLM mission.

Understanding actual work loads of field offices and not coming up with new protocols or requirements every time they get a chance.

First off, shift the work force from managers to people actually doing the work. The amount of area per field going staff makes it difficult to properly manage conditions, but the areas that are being looked at is sufficient.

Reducing the amount of bureaucracy, regulations, and procedures needed to accomplish mundane tasks that the specialists are competent at accomplishing.

We have an imbalance in workers to management staff—way too top heavy in management/oversight which slows things down and not enough workers on the ground. Would need better training for incoming staff—not just turning them loose.

Streamlining the current application of environmental law. BLM is often criticized for its inefficiencies however, these inefficiencies are a result of complying with a complex web of laws and regulations. In order to do the same job with fewer employees (the current trend) the BLM needs to have a more streamlined approach to complying with environmental law. The current trend in BLM is to complicate application of law while reducing the workforce. This is an impossible situation. Streamlining laws and/or regulations (such as NEPA) would go a long way to helping.

BLM has become very top heavy—more managers, supervisors, state office and DC employees. The field offices struggle to get their full time positions filled as well as summer positions. Need boots on the ground!

By cutting some upper management and hire qualified field going personnel to get the needed data collected.

They can also improve the BLM by meeting with field going employees that are actually doing the work. I think then you would get a true understanding of what is needed to actually manage the resources.

### **III. More Resources/Staffing**

Getting the funding to the field office. On the ground work cannot be accomplished without enough staff—specialists and support staff. Districts funnel money to pay for staff at the district level and that takes away from funding to accomplish the mission on the ground.

We cannot even get appropriate tires on our vehicles. Leave equipment decisions up to the field office, we are the ones who know what is best needed to do our jobs.

Funding to fill vacant positions – more than 20 in our office.

Hiring more seasonals & entry level positions to help with the workload and get things done!

Advocating for a greatly increased budget so we can hire the workers we need, especially seasonal employees, to conduct vitally important field work.

If Washington wants us to keep doing all the new stuff they continuously throw on our plates, they better give us the people and resources to get the job done. Quit giving us more and more stuff to do! We are all swamped with our work load.

Need money to hire range jobs within my field office to do my work load every year.

Giving us the staff we need to manage vast acreages!

Put people, more people, in the programs we are required to manage by law & regulation. The grazing program in NM has been less people, reduced workforce, so you get creative with contracting to get help from partners to do such things as monitoring or contracting permit renewals.

The resource availability to the BLM hampers job success.

Increase funding & fill positions!

Not cutting budgets or implementing a hiring freeze.

Continuing to fund the BLM. Allow for field office positions to be filled.

#### **IV. Protect Federal Lands**

Federal lands need to stay federal.

Encouraging resource protection, environmental education, & outreach, and de-emphasize energy development.

The states will ruin the lands because they are income driven. We should not turn the lands back to the states.

Rejecting state attempts to seize public lands. Attempts by states like Utah to pass legislation demanding transfer of public lands to state ownership puts morale at a low and concern over the future of public lands access and management.

Get back into truly managing the lands.

Start following regulations to protect BLM lands.

Valuing the importance of public lands. Proposals to sell off public lands to corporate interests would be tragic. There are too many important resources to sell public lands to the highest bidder.

The new administration needs to make budget a priority. Limping along without a meaningful budget is not the way to fund public land management.

Continuing to progress away from fossil fuels and toward a more conservation and recreation based BLM.

I see attacks on ESA and other environmental laws, & I wouldn't be surprised to see an attempt to try to move public lands to states or privatize our lands. Dark days ahead after Jan 20.

Protecting and standing behind BLM management decisions to protect the land and not waste money for all Americans; not just the most vocal.

## **V. Wild Horses**

Having the wild horse and burro program start euthanizing excess horses, start actually following the Wild Horse & Burro Act, and stop catering to political correctness and special interest groups. This issue is an ecological disaster with no end in sight with past & current Wild Horse & Burro management.

Resolve ongoing deadlock within the Wild Horse & Burro program. Long term holding is economically unsustainable and is resulting in increased horse numbers on rangelands. Increasing numbers directly conflict with grazing users forcing field office staff to require reductions in permitted use while ignoring increased horse numbers.

Opening up our ability to sell horse to any buyer so long term holding & the tremendous costs associated with it can be better utilized.

Working to get WHB to AML using common sense. This would help improve resource conditions and better provide for multiple resource management, and improve habitat.

Wild Horse Management has and is a challenge with management to rangeland health, forage, water, sage grouse etc. Please allow more gathers outside sage grouse focal areas!

Managing Wild Horses and Burros. Other resources cannot be properly managed if WH & B populations continue to skyrocket.

## **VI. Sage Grouse**

While I know this will not happen under a new administration and republican controlled congress they should continue to meet the commitments the BLM has made to conserve sagebrush ecosystems.

Redacting the greater Sage grouse plan amendments!

BLM is managing the rangelands differently due to a sage grouse...truly needs to be managed by the available resources present...not just a bird.

## **VII. Other**

Quit making monuments and allow the USA to use our natural resources, more oil development, more logging, more mining, more grazing so we are not dependent on foreign countries for these resources. Climate change is a hoax made up by liberals to control our resources.

Finding ways to get rid of small isolated tracts of BLM lands.

Clean out nepotism – it is rampant!

It would also be nice to be able to go to the resource society meetings to be able to keep up on the latest research. So for range – Society for Range Management national and regional meetings.

There is getting to be so much dead wood in the tree stands because nobody can harvest the wood that it is just waiting to become a multi-million dollar fire, probably damaging more than productive.

It seems that too much of our financial resources and time are spent on fighting litigation brought by professional lawyers working for organizations that profit from suing the BLM. It seems that such organizations prey on BLM, waiting and hoping for any opportunity to exploit the agency for any alleged shortcoming.

Continuing youth involvement programs fostering knowledge and involvement in the outdoors (every kid in a park). The youth involvement makes kids aware of BLM's mission and is positive for the communities we work with.

Revisiting the NEPA process. Originally in place to make better decisions. Now is a process that slows decision making.

They need to stop the frivolous lawsuits that drive our NEPA documents into convoluted over-complicated over-analyzed giant documents. This is the main inefficiency/time constraint. Make “frequent filers” of lawsuits (i.e. WWP) pay an upfront fee to litigate if they lose the case.

End their cat & mouse game of discriminatory hiring.

My biggest concern is safety with bears. A large portion of my time in the fields is spent in grizzly bear country. I see tracks, scat, and hair frequently. I'm allowed to carry bear spray but not much else. I think in these dangerous environments there is a need to carry a firearm as well. Or at the very least be able to take a dog with. Even if a dog didn't defend you it would give you an early warning that something is nearby so you can prepare. Apart from that safety issue everything else runs smoothly.

## **VIII. Leadership**

Real leadership with actual field experience and common sense that listen to specialists and are less concerned with politics.

Putting qualified LEADERS in position who will follow the CFRs and proven scientific strategies rather than the progressive left driven agenda of climate change and regulatory agencies bypassing the legislation.

Management needs to help their employees instead of putting them down.

The current BLM Director has allowed the BLM Washington office to fall into chaos. Different departments are not communicating.

Since the Leadership program has started the quality of managers has gone down the drain. The Bureau has little Hitlers and Stalins running around dictating to the staff their priorities and biases. It is awful to work under these types of managers.

Please take advice the field going personnel gives you! We are the face of any program.

Listen to the field. Put resource management before career advancement. Don't force employees to engage in programs they're not interested in: Diversity, Employee Assoc., CFC, etc.

Supporting the specialists in the field when politically driven topics arise in the media.

We have an unorganized office in administration. There is a lack of professionalism. The new administration can ensure training of personnel, high standards, and confidence.

Making sure they give Field Managers and other AOs making decisions the confidence of the agency to back and support their decisions, through the entire process especially in court.

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