Targeted Positions and Maximum Number of VSIPs to be Offered to Targeted Positions by Series

If a low response is received in any series, management may reallocate VSIP offers to series which may receive a high interest. The total number of VSIPs will not exceed 30.

Office	Series	Grades GS/GM	Current Number Targeted Positions	Up to Maximum Number of VSIP Offers
	0028			
Office of the Assistant Administrator (OAA)		13,14, 15	7	
Office of Ground Water and Drinking Water (OGWDW)		13, 14, 15	32 (3 in Cincinnati)	
Office of Science and Technology (OST)		13,14, 15	18	
Office of Wastewater Management (OWM)		13, 14, 15	32	
Office of Wetlands, Oceans and Watersheds (OWOW)		13, 14, 15	43	
	Total 0028		**132**	**Up to 10**
	0301			
OAA		12, 13, 14, 15	8	
OGWDW		12, 13	4	
OST		09, 13	2	
OWM		13, 14	2	
OWOW		13	1	
	Total 0301		**17**	
	0303			
OWOW		09	1	
	Total 0303		**1**	
	0318			
OGWDW		09	1 (1 in Cincinnati)	
	Total 0318		**1**	
	0341			
OGWDW		14	1 (1 in Cincinnati)	

	Total 0341		**1**	
	0343			
OAA		13, 14, 15	13	
OGWDW		13, 14, 15	12 (1 in Cincinnati)	
OST		13, 15	7	
OWM		13, 14, 15	16	
OWOW		13, 14, 15	12	
	Total 0343		**60**	
	0344			
OWOW		09	1	
	Total 0344		**1**	
	Total Job Series: 0301, 0303, 0318, 0341, 0343, 0344		**81**	**Up to 5**
	0401			
OGWDW		13, 14	3 (1 in Cincinnati)	
OST		13, 14, 15	11	
OWM		13	1	
OWOW		13, 15	4	
	Total 0401		**19**	
	0403			
OGWDW		13	2	
OST		14	6	
	Total 0403		**8**	
	0408			
OWOW		14	1	
	Total 0408		**1**	
	0415			
OST		14	1	
	Total 0415		**1**	
	Total Job Series: 0401, 0403, 0408, 0415		**30**	**Up to 2**
	0801			
OWM		13	1	
	Total 0801		**1**	
	0819			
OGWDW		13, 14, 15	20	

			(7 in Cincinnati)	
OST		13, 14, 15	7	
OWM		13, 14	7	
OWOW		13	1	
	Total 0819		**35**	
	0893			
OST		13, 14	3	
OWM		14, 15	2	
	Total 0893		**5**	
	Total Job Series: 0801, 0819, 0893		**41**	**Up to 3**
	1301			
OGWDW		13, 14	18 (3 in Cincinnati)	
OST		13, 14	16	
OWM		13, 14, 15	8	
OWOW		13, 14, 15	11	
	Total 1301		**53**	
	1315			
OGWDW		13	1	
	Total 1315		**1**	
	1320			
OGWDW		13, 14	8 (7 in Cincinnati)	
OST		14	1	
OWOW		14	1	
	Total 1320		**10**	
	1350			
OGWDW		13, 14, 15	3 (1 in Cincinnati)	
	Total 1350		**3**	
	1515			
OST		15	1	
	Total 1515		**1**	
	1529			
OGWDW		14	1	
	Total 1529		**1**	

	Total Job Series: 1301, 1315, 1320, 1350, 1515, 1529		**67**	**Up to 5**
	2210			
OAA		13, 14, 15	5	
OGWDW		13, 14, 15	8	
OST		14	1	
OWM		13	1	
OWOW		13, 14, 15	7	
	Total 2210		**22**	**Up to 2**
	0110			
OAA		13, 14	2	
OGWDW		13, 14	2	
OST		13, 14, 15	5	
	Total 0110		**9**	
	0560			
OST		13,14	2	
OWOW		13	1	
	Total 0560		**3**	
	0601			
OGWDW		13, 14	2	
OST		15	1	
	Total 0601		**3**	
	1109			
OGWDW		14	1	
	Total 1109		**1**	
	Total Job Series: 0110, 0560, 0601, 1109		**16**	**Up to 2**
	SL			
OAA			2	
	Total SL		**2**	**Up to 1**
	Total All Series		**391**	**Up to 30**

Office of Water
Projected Savings from FY2018 to FY2019

Projected Departures thru VERA-VSIP

	FY18	FY19
1 SL V-V positions	$ 176,303	$ 176,303
11 GS-15/7 V-V positions	$1,750,684	$1,762,015
9 GS-14/6 V-V positions	$1,187,430	$1,198,632
9 GS-13/6 V-V positions	$1,004,835	$1,014,315
Savings =	$4,119,252	$4,151,265

Savings Total
$4,119,252 + $4,151,265= $8,270,517

Note:
Projections presume that two-thirds of the individuals accepting the V-V offers (departures) would have received a step increase during FY18 or FY19. SL projections are based on the average of current eligible OW SL employees and assume no increase over FY18 or FY19. These salary projections do not include an increase for benefits.

Projected Recruits following VERA-VSIP

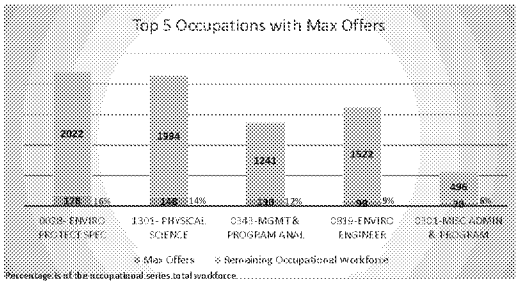
	FY18	FY19
5 GS-09/1 hires	$ 206,145	$ 332,550
10 GS-11/1	$ 498,825	$ 797,200
New Hires Costs =	$ 704,970	$ 1,129,750

Costs Total
$704,970 + $1,129,750 = $1,834,720

Note:
Projections presume FY18 new hires will be onboard in January of 2019, accounting for three quarters of an FTE for the fiscal year. Projections presume the hires (recruits) following the V-V offers will remain in grade for 12 months with a promotion in grade on their anniversary date. These salary projections do not include an increase for benefits.

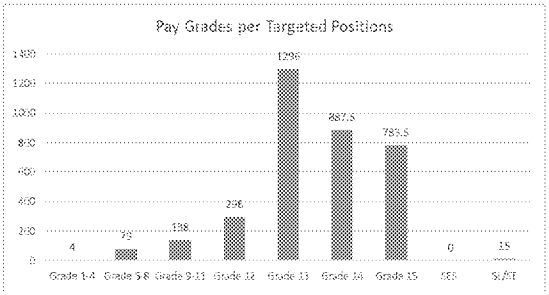
Total Savings
$8,270,517 - $1,834,720 = $6,435,797

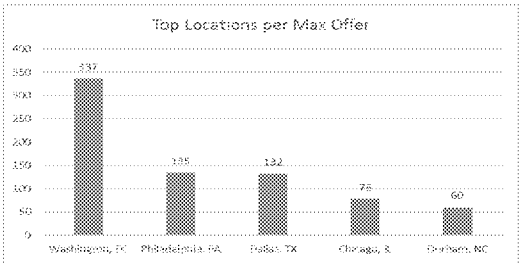
VERA/VSIP SUMMARY



Percentage is of the occupational series total workforce

Max offers can increase slightly due to certain AA/RAships grouping max offers





- Max Offer = 8% of total workforce
- Targeted Positions = 24% of total workforce
- Office/Region with highest maximum offer: Region 6, Region3, OLEM, AO and OARM
- Office/Region with lowest maximum offer: OGC, Region 8, OAR, Region 4 and Region 9
- Most impactful "Theme": Restructure or reduce highly graded supervisory and non-supervisory positions (4% of the workforce)

VERA/VSIP AA/RAship IMPACTS

	Non-term/Non-Student Employees	Targeted Postions	Targeted Positions as % of Workforce	Max Offers	Max Offers as % of Workforce
OGC	227	2	0.9%	2	0.9%
Region 8	513	48	9.4%	8	1.6%
OAR	1120	67	6.0%	20	1.8%
Region 4	908	26	2.9%	26	2.9%
Region 9	726	168	23.1%	24	3.3%
Region 10	542	85.6	15.8%	19	3.5%
Region 2	781	104	13.3%	30	3.8%
OCSPP	970	68	7.0%	50	5.2%
OW	576	391	67.9%	30	5.2%
Region 1	547	112	20.5%	36	6.6%
OITA	74	6	8.1%	5	6.8%
OECA	721	506	70.2%	51	7.1%
Region 5	1056	189	17.9%	79	7.5%
OCFO	302	160	53.0%	27	8.9%
OEI	337	180	53.4%	30	8.9%
Region 7	501	170	33.9%	45	9.0%
ORD	1546	239	15.5%	183	11.8%
OARM	690	134	19.4%	98	14.2%
AO	355	139	39.2%	65	18.3%
OLEM	491	219	44.6%	94	19.1%
Region 3	808	411	50.9%	159	19.7%
Region 6	733	217	29.6%	147	20.1%
EPA	14707	3641.6	24.8%	1228	8.3%

U.S. Environmental Protection Agency Voluntary Early Retirement and Voluntary Separation Incentive Payments Authorities Business Cases and Budget Projections

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EPA Business Cases and Budget Projections

I. Introduction

EPA is seeking to reduce, restructure and reshape its various program and regional offices according to the following themes: delayering to increase supervisor to staff ratio; consolidation or reduction of administrative or support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; restructuring to focus on core business functions (administrative support); restructuring to focus on STEM/programmatic priorities; and consolidating and streamlining functions/activities/reduce number of programs. VERA and VSIPs will be offered to all regional offices and program offices except the Office of Inspector General (22 total offices).

For all positions covered by EPA's request, if a position is vacated under VERA/VSIP the organization must restructure the position as follows before refilling the position:

- Change from supervisory to non-supervisory.
- Decrease the grade and/or full performance level (i.e., at least one grade level lower than the current position).
- Change the series of the position.
- Significantly change the duties of the position (at least 25%) if the series and grade are to remain the same (i.e., the incumbent who vacated could not be expected to learn how to perform these new duties within a reasonable amount of time. The servicing Human Resources Shared Service Center will determine if the change in duties are significant.

This is the same criteria the agency uses when tracking post-VERA/VSIP hires to ensure programs and regions are adhering to the plans they put forth to reshape their workforce.

If the number of applications received exceeds the total number of VSIPs we can offer, approvals will be based first on service computation date for leave, then on entry on duty date (total EPA years of service.) If the SCD and EOD dates are the same for two eligible employees, then the offer will be granted to the employee who submitted his or her application first.

Summary of Agency-wide Costs and Savings:

	FY 2017	FY 2018	FY 2019
Agency-wide Direct Costs	**$48,229,252**		
Agency-wide Savings		**$129,680,961**	**$77,342,826**

II. Office of the Administrator

Business Case

The Office of the Administrator over the course of many years has become one of the most highly graded organizations in the agency. As part of our strategic vision, we will continue to evaluate how well AO's organizational structure and staffing meets the agency's needs; ensuring that AO operates efficiently and effectively. Consequently, AO requests to:

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1. Offer the VERA/VSIP to a generally broad segment of the AO workforce. We believe this inclusive approach will allow the majority of AO employees to decide if this is the right time for them to accept the VERA/VSIP rather than management deciding for them by limiting the positions targeted.

2. Restructure, reduce and rebalance the current top-heavy, non-supervisory GS-14/15 grades in order to create opportunities for recruiting at lower grade levels. There has been a significant rise in nonsupervisory high-graded GS-14 and GS-15 positions in AO; these positions represent nearly half of our entire staff.

3. At a later date, reshape the workforce to reflect changes in programmatic direction; strengthen technical programmatic expertise with the appropriate skill mix; and maximize administrative support positions.

4. We will conduct ongoing assessments to ensure that AO's organizational structure meets current and future operational needs. Each Associate Administrator and Staff Office Director will continue to discuss their organization's priorities with the Chief of Staff and Deputy Chief of Staff. These structured meetings will specifically discuss how AO will advance the Administrator's priorities for the remainder of FY17 and begin analysis of FY18 conditions as information becomes more available. These discussions will enable refined assessment of the workforce, budget, and efficiencies across AO, as well as set priorities and develop action items AO-wide. Additionally, these discussions will aid in identifying potential savings and synergies to maximize effective utilization of AO's resources.

Information Required for VERA and VSIP Requests

Overall AO has targeted 139 positions out of a total 339 positions (339 does not include political appointees). Of the targeted positions, 110 of the 139 are GS-13 or higher and all are non-supervisory. We intend to offer VERA/VSIP to restructure a maximum of 65 positions in AO. All positions that are offered VERA/VSIP, with the exception of one SL level position which will be eliminated, will be restructured, primarily at a lower grade level. AO will continue to identify opportunities to improve the efficiency and effectiveness of the existing workforce by offering opportunity to train and develop staff through creative approaches using short-term assignments via Skills Marketplace; details through Talent Hub; and opportunities to participate in training and developmental programs. In addition, AO will continue to seek ways to streamline processes; eliminate or modify areas of redundancy and encourage our workforce to join networks to share new methods and resources for performing the day-to-day work in support of the office mission and the Administrator's overall goals.

Finally, each office has developed a plan to maintain office functions while positions are restructured and re-staffed. Their selection of positions to be offered is predicated on their ability to restructure the position and hire employees with new skills and at lower grade levels to meet future requirements – up to their AO designated FTE ceiling.

Both the VERA and VSIP opportunities will be offered to staff in targeted series in all 12 individual offices within the Office of the Administrator. Targeting decisions were made by senior managers based on the specific mission needs required to reshape the workforce and lower the overall personnel compensation and benefits salary base. This proposal sets a maximum number of VSIPs to be offered for

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each series in each office. Decisions on who receives VSIPs will be made on the basis of seniority. These offers are based on an understanding that these offices will be allowed to restructure position and staff up to their AO authorized FTE ceiling.

NOTE: Given the pool of available candidates across our offices, if AO does not receive a high percentage of applicants at the GS-15 or GS-14 levels in any particular office, we request the flexibility to increase (or decrease) the offer number in one or more categories, as long as our total reduction does not exceed a total of 65.

VSIP-Specific Information

The targeted position spreadsheet identifies the details of the specific positions to be offered VSIP and restructured. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level with only one exception as noted above. The maximum amount of voluntary separation incentive payments to be offered in AO is 65. In AO everyone that is early out (VERA) is VSIP eligible as well. Our organizational charts are attached – AO is not making any changes to its organizational structure at this time. However, we continue to assess potential opportunities to gain greater efficiencies.

VERA-Specific Information

The total number of position with the Office of the Administrator potentially undergoing change is 65. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level except one. AO does not have any employees in the program who will be involuntarily separated, downgraded, transferred, or reassigned as a result of these actions. AO has a total number of 75 employees eligible for early retirement. The estimated total number of employees in the Office of the Administrator who are "likely" to take early retirement is approximately 30, which is about 40% of the total eligible employees.

The Office of the Administrator plans to offer opportunities for temporary assignments with possible reassignments; using Talent Hub to post opportunities for lateral reassignments; and allow offices to recruit, where needed, at the lowest grade level possible for specific skillsets that are not available within the agency. These recruitments will include the restructured positions which will decrease the total number of non-supervisory GS-14/15 positions.

Budget Information

Table A – Direct Costs for VERA/VSIP	
65 of Targeted Positions for VSIP x $25,000	$1,625,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool $64.09 x 240 x 65 of Targeted Positions}	$999,804
Total Maximum Direct Costs	$2,624,804

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Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$61,147,000	$61,147,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$52,482,032	$52,482,032
E. Payroll for 64 New Hires	$1,886,976	$3,773,952
F. Payroll Savings for 65 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$6,777,992	$4,891,016
G. Pre-VERA/VSIP Annual WCF Cost	$4,034,000	$4,034,000
H. Post VERA/VSIP Annual WCF Cost	$3,417,020	$3,417,020
I. WCF for 64 New Hires	$303,744	$607,488
J. WCF Savings for 65 VERA/VSIP Targeted Positions (J = G – H – I)	$313,236	$9,492
Projected Savings with VERA/VSIP (F + J)	**$7,091,228**	**$4,900,508**

Notes:
A. Cost based on OA's FY 2017 Operating Plan payroll calculations.
D. Hourly rate of $64.09 based on the average of a GS-13/14/15 step 6 times 2080 hours times 65 target positions.
E. Hourly rate of $28.35 based on the average of a GS-7/9/11 step 3 times 2080 times 64 new hires (eliminating 1 position); Assumes new hires will onboard mid-year in FY 18
F. F = A - B - C - D - E
G. OA's WCF allocation in the FY 2017 Operating Plan
H. Based on OA's FY 2017 Operating Plan WCF costs; assumes $9,492 per person; 65 targeted positions
I. Used $9,492 WCF cost per person (64 new hires -- eliminated 1 position); Assumes new hires will onboard mid-year in FY 18
J. J = G - H - I

III. Office of Air and Radiation

Business Case

Over time, OAR has taken a number of steps to reshape its administrative workforce, including:

- Reorganizing work units and realigning or eliminating positions in order to consolidate mission support functions;
- Replacing positions performing non-inherently governmental clerical duties with grantees; and
- Offering separation incentives to employees whose positions were identified as redundant or obsolete.

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Such incremental efforts, combined with ongoing attrition, have proven effective at realizing improved customer service with fewer positions and a lower cost to payroll. Also, in recent years EPA has adopted new internet-based data systems that require analysts who are skilled in using the full capability of the systems and who must be able to produce and interpret data reports. As the demands of mission support functions have evolved, OAR has found that on-the-job training is not always sufficient to enable employees to use these systems effectively, and that new skills sets are needed.

In the event that EPA determines that OAR will offer new separation incentives, such incentives will be offered to non-SES positions in administrative series, predominantly in the 0300 family, in order to: 1) continue OAR's efforts to realize workforce efficiencies by consolidating and eliminating positions that are no longer mission-critical or that can be done at lower grade levels; and 2) refocus efforts on programmatic priorities.

Our proposal seeks to streamline administrative operations and reduce the number of personnel with obsolete skills. In addition, in certain offices, it is necessary to redirect limited resources from general administrative services to essential programmatic functions required for meeting agency strategic goals, as well as to support new and emerging agency priorities and federal environmental and programmatic mandates.

This VERA/VSIP proposal includes a total of 67 eligible positions and sets forth a maximum total number of 20 VERA/VSIP offers in OAR, as shown in the targeted position spreadsheet.

For any positions vacated by an employee who accepts VERA/VSIP, the office will redistribute mission-critical duties to existing positions to the extent possible. Depending on the availability of FTE in FY2018 and beyond, offices will seek to fill any competency gaps not addressed through redirection of duties by establishing positions and recruiting for skill sets needed for programmatic and mission-critical priorities as permitted by EPA.

How VSIP will be used in conjunction with VERA

About 15% of OAR's workforce is eligible for optional retirement. Combined with employees eligible for early retirement, the total number of VSIP + VERA employees constitute 40% of our workforce. We are requesting authority to offer VSIP/VERA in order to reach the goal of 20 voluntary separations. Offering VSIP/VERA is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and better align the skill sets needed to meet current and future mission needs.

VSIP-Specific Information

The categories of positions that will be offered VSIP are the same as those indicated in the targeted position spreadsheet. This VERA/VSIP proposal targets a total of 67 positions and set forth a maximum total number of 20 VERA/VSIP offers in OAR. OAR will accept VSIP offers alone, or in combination with VERA or Optional Retirement.

OAR does not expect that any reorganizations will be necessary after the agency has completed the incentive payments. However, OAR will continue to explore ways to further improve workforce efficiencies.

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VERA-Specific Information

OAR employs 1,119 employees as of May 12, 2017. Approximately 270 employees are eligible for early retirement. The estimate of the total number of employees in OAR who are expected to take early retirement is five or fewer.

As stated above, at this time, OAR does not expect that any reorganizations will be necessary post-VERA/VSIP. Certain personnel actions may be necessary as a result of the departures of staff. Some position descriptions may need to be updated to reflect new or amended duties, and this could require the processing of reassignment or realignment actions if the change is more than minimal. In addition, depending on where these departures occur, it may be necessary to offer details/temporary promotions to cover work if it cannot be handled by current staff. We would expect these actions to be few and used mainly if workforce departures are unevenly distributed.

Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 500,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 245,000
Total Maximum Direct Costs	$ 745,000

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$172,283,000	$172,283,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$170,163,000	$170,163,000
E. Payroll for # New Hires	$225,875	$451,750
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,894,125	$1,668,250
G. Pre-VERA/VSIP Annual WCF Cost	$14,725,000	$14,725,000
H. Post VERA/VSIP Annual WCF Cost	$14,545,000	$14,545,000
I. WCF for # New Hires	$22,500	$45,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$157,500	$135,000
Projected Savings with VERA/VSIP (F + J)	$2,051,625	$1,803,250

A. Assumes payroll allocation from FY17 Enacted budget for OAR.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes annual payroll cost of average salary of eligible positions ($106,000) x 20 positions = $2,120,000.
E. Assumes hiring 5 GS-12, step 5 positions in Washington, DC. Start date April 2018.
F. A – B – C – D - E
G. Assumes working capital fund allocation from FY17 Enacted budget for OAR.
H. Assumes $9K WCF per person x 20 positions = $180,000.

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I. Assumes $9K WCF per person.

IV. Office of Administration and Resources Management

Business Case

The Office of Administration and Resources Management is requesting approval authority for the use of VSIP and VERA to transform its workforce by placing a renewed focus on core business services, eliminating business services with low demand, centralizing internal support in select administrative areas, and reshaping the workforce to optimize support to the agency.

OARM has 698 permanent employees. The VERA/VSIP plan targets 154 positions: 34 positions in support job series and 120 positions in programmatic series. Targeting decisions were made by senior managers based on the specific mission needs required to reshape and reposition the organization by correcting competency gaps necessary to meet federal and agency mandates. The maximum number of VERA/VSIPs to be offered is 98 as shown in the targeted position spreadsheet. These offers span 20 different job series. Decisions on which employees may be authorized VERA and VSIP will be based on the employee's permanent official division, position of record, occupational series, and grade level. The estimate of the total number of employees in OARM who are expected to take early retirement is five. OARM will focus on the following themes:

- Restructure or reduce highly graded, supervisory and non-supervisory staff positions (GS 14 and 15) into lower graded positions that support the skills and competencies needed to meet current and emerging mission and program requirements and rebalance the current structure and recruit at lower grade and career ladder levels. (Note that in one of OARM's divisions (OROM/FACMD) the pool for 0343 positions does not include one GS-14. This position acts as the Committee Management Officer and is excluded because it is required by GSA and the FAC Act.)

- Restructure positions to focus on core business functions where needs can be met more economically, by leveraging technology, or utilizing other resources. Includes the printing function, printing officers, and elimination of embedded attorney services in favor of OGC expertise. These positions will be restructured at lower grade levels and into positions that support core business functions.

- Consolidate or reduce administrative or support functions to increase emphasis on positions and series directly supporting our core business functions – facility, engineering, contract, grant and human resources management.

    - Reduce the number of employees in specific occupational series (e.g., automation clerks, secretaries, procurement analysts, grants assistants, program and management analyst positions).
    - Realign current administrative specialists and program analysts to consolidate internal HR support and budget execution in OARM to achieve efficiency.
    - Restructure positions to recruit candidates having skills required to close current competency gaps.

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The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

How VSIP will be used in conjunction with VERA

OARM has 121 employees eligible for regular retirement and 164 eligible for early retirement through VERA in the above identified series. The VSIP authority presents an attractive enticement to those employees who will realize a reduced annuity from retiring early through VERA. Therefore, the combination of optional and early retirement eligible employees will result in the maximum number of departures, which is important to OARM to reshape its organization. The VSIP can further increase the potential departure group by providing a separation incentive to employees who have more than three years of status and hence could elect to depart to pursue other career opportunities. Thus, the combination of VERA and VSIP provides the greatest likelihood for OARM achieving the necessary reshaping and restructuring of its workforce.

The types of personnel actions anticipated as a result of the above proposed restructuring and elimination of positions include:

- Directed reassignments
- Competitive details
- Voluntary separations and retirements
- Abolishment of some positions
- Reclassification and restructuring of some positions
- Internal and possible external competitive recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP 98 x $25,000	$ 2,450,000
Annual Leave Pay Out for 98 of Targeted Positions for VERA, Optional Retirement or Resignation {$64.86* x 240 x 98 of Targeted Positions}	$ 1,525,507
Total Maximum Direct Costs	$ 3,975,507

*Payroll estimated on a GS-13, step 5 ($51.48) with 26% included for loaded cost in Washington, D.C.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$99,580,367	$99,580,367
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0

D. Post VERA/VSIP Annual Payroll Cost (A-(98 Targeted Positions*$145,000)	$86,789,387	$87,262,394
E. Payroll for 84 New Hires	$2,810,070	$5,646,460
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,980,910	$6,671,513
G. Pre-VERA/VSIP Annual WCF Cost	$6,280,000	$6,280,000
H. Post VERA/VSIP Annual WCF Cost	$5,473,852	$5,473,852
I. WCF for 84 New Hires (assumes half of WCF costs mid-year in FY 18 - $4,113 * 84 and full costs $8,226 * 84 in FY 19)	$345,492	$690,984
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$460,656	$115,164
Projected Savings with VERA/VSIP (F+J)	**$10,441,566**	**$6,786,677**

Calculation Notes:
A – FY 2017 Payroll amount.
B/C – VERA/VSIP Payout and Leave Payout Costs occur in FY 2017.
D – 145,000 is the estimated average cost of FTE
E – Assume a GS-09, Step 1 with 20% added to cover the cost of benefits.
H - Total is Pre-VERA/VSIP Annual WCF Cost – (98 Targeted Positions x $8,226).
I – For FY 2018 assumes new hires are only funded for ½ of the year at $4,113.

V. Office of the Chief Financial Officer

Information Required for VERA and VSIP Requests

OCFO plans to reduce the number of administrative positions by using VERA/VSIP authorities to:

- Eliminate a clerk position.
- Reduce the number of financial technician positions.
- Reduce the number of secretary positions within OCFO's Office of the Controller (Reduce the number of management analyst positions within OC.

In addition, OCFO plans to reduce the number of financial management positions in OC by using VERA/VSIP authorities to:

- Reduce the number of financial specialist positions.
- Reduce the number of accountant positions.

Vacated clerk, secretary, and financial technician positions will be abolished. After VERA/VSIP offers

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have been accepted, OCFO will determine how many OC positions remain in the management analyst, accountant, and financial specialist series, and make appropriate workforce decisions. These decisions include possible reassignments of remaining personnel to fill positions in other parts of OCFO to fill mission-critical needs. The decisions also include possible restructuring to fill a small number of vacated positions with new skills needed to perform and support advanced data analytics and deliver secure, high-quality financial management processes, operations, and systems. These changes would be part of EPA's continuing efforts to meet the demand for a technologically sophisticated, analytical financial management workforce, as well as qualified technical and IT security staff.

OCFO will be able to operate without eliminated positions due to increased use of technology. Over time, the agency's financial management programs and functions have undergone significant change, particularly in the use of technology. In October 2011, the agency implemented the Compass Core Financial System, a key element of EPA's overall Financial System Modernization Plan, which provided increased integration among EPA's various systems and added new functionality. Now, we will take greater advantage of the full functionality of Compass to reduce our need for separate systems which cost time, money, and staff resources to integrate. As just one example, moving portions of the payment tracking systems and other interfacing systems into Compass will eliminate the need to reconcile discrepancies when all functionality is housed in one system. This should result in streamlined processes, better data quality, and reduced staff needed for integration of the separate systems and reconciliation of data. As a result, the workforce supporting the agency's financial management operations including the supporting administrative staff, which are located in OCFO, can be restructured and reduced, while qualified technical and IT security staff would be maintained.

We will be able to realign or reorganize to create operational efficiencies, while at the same time minimize any potential negative impacts on the workforce. We also plan to recruit for new skills needed by hiring a modest number of positions. We will recruit candidates who have analytical and critical thinking, and information management and technology skills. If needed, OCFO will implement management-directed reassignments or details to ensure mission-critical programs are not interrupted. OCFO's senior leadership will ensure that the highest priorities of EPA and OCFO will be carried out during this time of organizational change and workforce restructuring.

VSIP will be used in conjunction with VERA to maximize the incentives for employees to accept a VERA/VSIP offer. OCFO's attrition rate is low, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. For these individuals, VSIP is the only incentive we can offer. Another target group is eligible for neither optional retirement nor early retirement. For these individuals too, VSIP is the only incentive available. Given that a reduced government income relative to optional retirement is inherent in VERA, we anticipate VSIP to be a necessary enticement also among the target group who are VERA-eligible. VERA authority in conjunction with VSIP will be essential if we are to reach our goal of 27 voluntary separations from among a target group of 160.

VSIP-Specific Information

- The maximum number of VERA/VSIP to be offered is 27.
- The maximum amount that will be paid is $25,000.
- The total maximum amount that will be paid is $675,000.

A maximum of 27 VSIP payments would be offered in accordance with the targeted position spreadsheet.

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VERA-Specific Information

As of May 15, 2017, OCFO has 303 non-temporary employees on board. 83 employees are eligible for early retirement. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is 20. At this time, we anticipate one position in an occupational series that OCFO no longer needs may require the incumbent to be involuntarily separated unless the individual accepts a VERA-VSIP offer or finds a position in another EPA office or federal agency. The types of personnel actions anticipated as a result of OCFO's need for VERA include separations, details (if necessary), reassignments, abolished and/or reclassified positions, and internal and external recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
27 Targeted Positions for VSIP x $25,000	$675,000
Annual Leave Pay Out for 27 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate ($49.66) based on the average grade and step (GS-12, Step 10) of the targeted pool x 240 x 27 Offers to Targeted Positions}	$321,797
Total Maximum Direct Costs	$996,797

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$41,371,000	$41,371,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$38,572,747	$38,572,747
E. Payroll for 7 New Hires	$362,737	$725,473
F. Payroll Savings for 20 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,435,516	$2,072,780
G. Pre-VERA/VSIP Annual WCF Cost	$2,203,170	$2,203,170
H. Post VERA/VSIP Annual WCF Cost	$2,010,660	$2,010,660
I. WCF for 7 New Hires	$24,955	$49,910
J. WCF Savings for 27 VERA/VSIP Targeted Positions (J = G – H – I)	$167,555	$142,600
Projected Savings with VERA/VSIP (F + J)	$2,603,071	$2,215,380

A - Based on payroll allocation from FY17 Enacted Budget for OCFO.

E - Assumes that new hires in FY 2018 will be onboard for ½ year. Calculation is based on a GS-12 Step 10 (for 2017 in Washington DC). The 2017 GS-12 Step 10 salary is $103,639 or $49.66/hr. With a 30% increase to account for benefits, the total annual cost is $134,730 annually.

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G - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and is estimated at $7,130 each per 309 on-board personnel.

H - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at $7,130 per 282 on-boards (309- 27 VERA/VSIP departures = 282 remaining).

I - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at 7 new hires for half a year ($24,955); and in FY19 is estimated at 7 new hires for a full year ($49,910).

VI. Office of Chemical Safety and Pollution Prevention

Business Case

OCSPP is requesting approval authority for the use of VSIP and VERA together to transform its workforce to meet administrative and programmatic challenges facing the organization by reducing administrative support positions through efficiencies and technology, reshaping the organization to reflect changes in programmatic direction and increased efficiency, and reducing and restructuring our highly-graded full-time equivalents. OCSPP plans to offer both VSIP/VERA together (except for series GS-0303 which will only receive VSIP).

- Reduce the number of Miscellaneous Clerk and Assistant positions across OCSPP. As technology use across the workforce has expanded, many of the activities of the administrative staff in this series (e.g., typing, filing, screening calls, scheduling meetings, photocopying, mailing documents, timekeeping, and making travel reservations) have been assumed by the office's professional and technical staff. These functions have been re-engineered into user-friendly automated systems, i.e., Concur, Webforms, People Plus, and other automated administrative work systems. This change in the work environment has diminished the need for positions in this administrative field and will enable the organization to reduce obsolete skills and consolidate a broader range of functions. OCSPP has 3 of these positions. One is in the Office of Pollution Prevention and Toxics (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs in Arlington, VA (GS-7, GS-8). All offers would be accepted.
- Reduce and restructure the work of non-supervisory Miscellaneous Administration and Program Series positions in the OCSPP IO to restructure positions with new skill sets that advance multimedia approaches and new technology. The IO will look to restructure positions requiring broader programmatic experience, communication and communication technology and the use of collaboration tools to better support the IO senior management. The IO would evaluate and determine how to restructure any position prior to filling the position. The IO has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.
- Reduce the number of Miscellaneous Administration and Program Series positions in OPPT's Information Management Division. The functions of OPPT have evolved with the manner and processing of submissions under the Toxic Substances Control Act (TSCA). Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OPPT would expect to fill any new FTE positions at lower grades in restructured positions. OPPT has 4 non-supervisory GS-13 positions in this series in IMD. Up to two offers would be accepted.
- Reduce and restructure the number of non-supervisory GS-15s across OCSPP. Many non-supervisory GS-15 positions were established to focus on specific programs when sufficient

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higher graded work was present. Program priorities have evolved over time and continue to do so and not all of these positions are currently required. Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OCSPP will review positions that are vacated and determine whether the work of the position is needed or whether it should be abolished. If the position is still needed, we will evaluate and determine how it will be restructured before filling. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties, different job series or a different grade level appropriate for the scope of duties for that position. OCSPP has 56 positions eligible for retirement or early retirement (this excludes one IT security position). Up to 43 offers would be accepted across many series (3 in the IO; 22 in OPPT, 15 in OPP (see the next bullet), and 3 in the Office of Science Coordination and Policy). Positions are located in Washington, DC, Arlington, VA, Chicago, IL and Ft. Meade, MD.

- Reduce the number of OPP supervisory positions by restructuring branches in two OPP divisions. These new structures will consolidate functions across several branches to increase efficiency and increase the supervisor-to-staff ratios. In the Health Effects Division, OPP would combine information functions with science information functions into a single unit and also combine scientific specialties related to health effects and exposure into one branch. This restructuring would lead to better cross-sharing of information and more efficient use of technical capabilities and staff resources. In the Pesticides Re-evaluation Division, OPP would eliminate one branch and task work from that branch across three other branches, eliminating the need for an administrative services branch. Reshaping these branches helps with increased efficiency and reduces the number of supervisors. OPP would re-task work to existing staff and supervisors. OPP currently has 3 positions located in Arlington, VA. Two of the three are GS-15-0343 Program Analysts, and one is a 0401Biologist. Up to 15 positions would be accepted in OPP from this group and the OPP non-supervisory GS-15s combined (OPP current and future organization chart attached.)

The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

Budget Information

Table A – Direct Costs for VERA/VSIP	
50 of Targeted Positions for VSIP x $25,000	$1,250,000
Annual Leave Pay Out for *50* of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step *(GS 13 Step 5 - $66.49)* of the targeted pool x 240 x *50* of Targeted Positions}	$797,880
Total Maximum Direct Costs	$2,047,880

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$133,784,000	$133,784,000

B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,869,040	$126,869,040
E. Payroll for *47* New Hires	$3,250,027	$6,500,053
F. Payroll Savings for *50* VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$3,664,933	$414,907
G. Pre-VERA/VSIP Annual WCF Cost	$8,081,000	$8,081,000
H. Post VERA/VSIP Annual WCF Cost	$7,732,500	$7,732,500
I. WCF for *47* New Hires	$163,795	$327,590
J. WCF Savings for *50* VERA/VSIP Targeted Positions (J = G – H – I)	$184,705	$20,910
Projected Savings with VERA/VSIP (F + J)	**$3,849,638**	**$435,817**

Table A
Assumes 50 Targeted Positions at buyouts of $25,000
Assumes leave payout of 240 hours for all 50 Targeted Positions at a fully loaded average salary rate of a GS 13 Step 5 ($66.49)

Table B

A. Assumes FY 17 Enacted Payroll for RPIO 20.
B. VERA/VSIP payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. VERA/VSIP leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Assumes annual payroll cost of annual salary of eligible positions (GS-13 Step 5 - $138,299) x 50 positions = $6,914,960.
E. Assumes payroll for 47 new hires at GS-13 Step 5 $138,299 * 47. FY 17 costs assume hiring in April 2018.
F. A – B – C – D – E
G. Assumes FY 17 Enacted WCF for RPIO 20.
H. Assumes savings of $348,500 – annual WCF cost / FTE of $6,970 * 50 maximum offers
I. Assumes annual WCF cost for 47 new hires of $139,400 – annual WCF cost / FTE of $6,970 * 47 new hires. FY 17 costs assume hiring in April 2018.
J. G – H – I

VII. Office of Enforcement and Compliance Assurance

Business Case

The Office of Enforcement and Compliance Assurance is requesting authority for the use of VERA and VSIP to address longstanding shortfalls in extramural and other non-pay accounts through elimination or restructuring of positions vacated by departing employees.

OECA will offer VERA/VSIP broadly to enable redirection and refocusing of resources to establish a more efficient enforcement and compliance program aligned with the agency's strategic direction. OECA will accept VERA/VSIP applications for eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators, allowing the OECA to reshape its workforce, consolidate functions, and preserve extramural funds necessary to meet core business needs. The VERA/VSIP would encompass GS 5 – 15 positions in all locations. Please see the targeted position

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spreadsheet for detailed information on specific positions, series, grades and locations.

NOTE: Given the pool of available candidates, if OECA does not receive applicants at the numbers outlined in the Targeted Positions Template, we request the flexibility to increase (or decrease) the number in one or the other category, as long as our total does not exceed 51. This would be implemented by adhering to the selection criteria for each job category and then adjusting other categories where appropriate to meet overall target levels.

Through a combination of restructuring and elimination, OECA will refocus the workforce and balance extramural needs to meet changing priorities in coordination with our state and local partners. Some of OECA's components include separate administrative and program support functions which may be consolidated to reduce redundancies and promote greater efficiency. In addition, OECA may restructure compliance and enforcement activities across organizational lines to improve coordination and streamline functions. For the GS-2210 Information Technology Specialist positions, OECA will restructure two information-security positions and reassign work to lower graded employees in this series. While these are positions with direct-hire authority, reassignments internal to the agency should allow us to meet program needs.

OECA has 681 non-temporary employees in targeted positions, of which 164 are VERA-eligible and 522 are VSIP-eligible. OECA plans to offer up to 51 VSIPs (with or without VERA) to eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators in a pool of 506 targeted positions. This broad applicant pool will enable a large-scale approach towards a multi-faceted reshaping effort.

The estimate of the total number of employees in OECA who are expected to take voluntary early retirement are 25. With a target of 51 positions overall, we plan to restructure 25 positions to meet changing agency priorities and eliminate 26 positions to address longstanding financial needs for critical agency support activities.

Personnel actions as a result of the VERA/VSIP will likely be part of broader agency reform and restructuring efforts and will be a combination of details, reassignments, competitive hires and realignments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
51 Targeted Positions for VSIP x $25,000	$1,275,000
Annual Leave Pay Out for 51 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of $64.63 based on the average grade and step (GS 14/7) of the targeted pool x 240 x 51 Targeted Positions}	$ 791,070
Total Maximum Direct Costs	$2,066,070

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Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$92,598,000	$92,598,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for 25 New Hires	$2,287,500	$4,575,000
F. Payroll Savings for 51 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$7,045,500	$4,758,000
G. Pre-VERA/VSIP Annual WCF Cost	$3,896,200	$3,896,200
H. Post VERA/VSIP Annual WCF Cost	$3,503,500	$3,503,500
I. WCF for 25 New Hires	$96,250	$192,500
J. WCF Savings for 51 VERA/VSIP Targeted Positions (J = G – H – I)	$296,450	$200,200
Projected Savings with VERA/VSIP (F + J)	**$7,341,950**	**$4,958,200**

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. No cost in FY 2018 or FY 2019.
C. No cost in FY 2018 or FY 2019.
D. Fully loaded average payroll cost for targeted positions minus 51 ($183,000 x 455).
E. Assumes hiring of 25 new staff at yearly salary of $183,000 per employee; 6 months of FY 2018/full year 2019.
F. See calculation formula.
G. Average WCF cost per employee in targeted positions ($7,700 x 506)
H. Average WCF cost for targeted positions minus 51 ($7,700 x 455).
I. Assumes hiring of 25 new staff at yearly WCF cost of $7,700 per employee; 6 months of FY 2018/full year of FY 2019.
J. See calculation formula.
K. See calculation formula.

VIII. Office of Environmental Information

Business Case

OEI will offer VSIP and VERA opportunities to non-supervisory GS-15, GS-14, and GS-13 staff. Our workforce analysis shows a significant proportion of OEI's workforce (132 positions or 43%) is classified in nonsupervisory high-graded GS-14 and GS-15 positions. An additional 138 positions, or 45%, are GS-13; and only 11% are graded at or below the GS-12 level. OEI needs to have a balanced grade structure that is sustainable. Junior and mid-level staff are needed to support our IT and IM experts at the GS-14 and GS-15 levels. With the current distribution, a disproportionate number of OEI's staff is highly-graded experts, which does not allow for a career ladder growth path. Through restructuring, OEI aims to attract appropriately-skilled junior-level staff experienced in modern technology projects and programs. OEI is both an information technology and information management organization; a better distribution of these modern skills is needed to support the agency's mission.

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After reducing the number of non-supervisory higher-graded positions (GS-13 and above), OEI will consolidate the higher graded work in remaining positions. Temporary work assignments may be required for high priority projects while the hiring plan is implemented. Some non-critical projects may be delayed during the transition period. Once our non-supervisory, high-graded workforce has been restructured, we will look for opportunities to centralize work where it can be or otherwise align the positions to the appropriate organizations. This will protect against duplication of effort, streamline reporting relationships, and improve accountability.

OEI averages less than 10 retirements per year, although OEI currently has 74 positions that are fully eligible for immediate retirement. Given our low attrition rate and the fact that many of our retirement-eligible employees have continued to work years beyond retirement eligibility, we request authority to offer VERA with VSIP to supplement our number to reach our goal of 30 voluntary separations. Offering VERA with VSIP is more appealing than VERA alone and will likely help us achieve the voluntary separations needed to restructure the grade levels and work of our workforce
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VSIP-Specific Information

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations. We plan to offer VSIP/VERA to non-supervisory employees at the GS-13 through GS-15 levels in the specified organizations.GS-2210 IT Specialist Security/INFOSEC are not included in this proposal.

With an organizational FTE ceiling of 421 positions and a vacancy rate of 78 positions, it will be critical for OEI to develop a replacement hiring plan. The goal of the plan will be to lower our grade structure and recruit new skills needed to advance current and future information management and technology requirements for the agency given fewer resources.

We will offer 30 VSIPs, each up to the maximum of $25,000 for a total amount of $750,000. The following table illustrates the maximum allocation of VERA/VSIPs by OEI Office and/or Division. Review OEI's Targeted Positions Template for detailed information.

Allocation of VERA/VSIPs by Office		***Allocation of VERA/VSIP by Division (OITO and OEIP)**		
ODSTA	4	OEIP	IO	1
OCAPPM	3	OEIP	EQMD	1
OBOS	2	OEIP	ERMD	2
OIM	8	OEIP	FLAD	1
OISP	3	**OEIP Total**		**5**
OEIP*	5	OITO	IO	1
OITO*	5	OITO	SBMD	4
TOTAL	**30**	**OITO Total**		**5**

VERA-Specific Information

As of April 17, 2017, OEI employs 343 permanent employees. Following VERA/VSIP, OEI will look to restructure functions, positions, and/or organizational structures to better meet mission needs. To gain additional cost efficiencies and improve OEI's ability to hire and retain highly qualified staff, especially

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in technical fields, OEI will also consider redistributing some of the restructured positions to RTP, North Carolina, where we currently have staff present. If we deem it necessary to most effectively support EPA's mission, OEI may involuntarily reassign up to 10 employees as a result of this proposal.

A total number of 79 OEI employees are eligible for early retirement. The estimate of the total number of employees in OEI who are expected to take early retirement is eight, or 10% of the total eligible. We expect to complete the following types of personnel actions as a result of OEI's need for VERA: management directed reassignments, details, voluntary separations, permanent internal and external recruitments, temporary/term internal and external recruitments.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 of Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for 30 of Targeted Positions for VERA, Optional Retirement or Resignation {$60.83 x 240 x 30}	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Note: Hourly rate based on the average grade and step (14/5) of the targeted pool per OPM's locality pay salary table for Washington, DC: https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB_h.pdf

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 56,623,657	$ 56,623,657
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 52,814,917	$ 52,814,917
E. Payroll for 30 New Hires	$ 1,093,134	$ 2,186,267
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$ 2,715,606	$ 1,622,473
G. Pre-VERA/VSIP Annual WCF Cost	$ 2,886,315	$ 2,886,315
H. Post VERA/VSIP Annual WCF Cost	$ 2,612,235	$ 2,612,235
I. WCF for 30 New Hires	$ 137,034	$ 274,080
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 137,046	$ 0
Projected Savings with VERA/VSIP (F + J)	$ 2,852,652	$ 1,622,473

A. Estimate based on FY 2017 straight-line payroll projection for the year as of July 3, 2017. Does not factor in a cost of living increase, attrition, or unprocessed cash awards.
D. Post V/V annual payroll cost based on savings of EPA HQ GS-14/5 base yearly salary for 30 positions ($126,958 X 30 = $3,808,740), per OPM's locality pay salary table for Washington, DC: https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB.pdf. This calculation does not include an estimate of savings on benefits.
E. FY18 calculations include the base salary (not benefits) of 30 new hires across EPA HQ and EPA RTP onboard for ½ year:
- 3 GS-9 Step 1 in HQ at $27,486 per person; 3 GS-9 Step 1 in RTP at $25,739 per person
- 4 GS 11 Step 1 in HQ at $33,255 per person; 4 GS 11 Step 1 in RTP at $31,141 per person
- 4 GS 12 Step 1 in HQ at $39,860; 4 GS 12 Step 1 in RTP at $37,326

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- 4 GS 13 Step 1 in HQ at $47,398; 4 GS 13 Step 1 in RTP at $44,385
- Estimated total salary for new hires at ½ year for HQ = $564,510 and RTP = $528,624.

FY19 calculations include the base salary of 30 new hires from FY 2018 across EPA HQ and EPA RTP onboard for 1 year:

- 3 GS-9 Step 1 in HQ at $54,972 per person; 3 GS-9 Step 1 in RTP at $51,477 per person
- 4 GS 11 Step 1 in HQ at $66,510 per person; 4 GS 11 Step 1 in RTP at $62,282 per person
- 4 GS 12 Step 1 in HQ at $79,720; 4 GS 12 Step 1 in RTP at $74,652
- 4 GS 13 Step 1 in HQ at $94,796; 4 GS 13 Step 1 in RTP at $88,770
- Estimated total salary for new hires at one year for HQ = $1,129,020 and RTP = $1,057,247.

H. Average annual WCF cost per person is $9,136, for a 12-month period ($761.30 monthly cost), based on May 2017 usage.

I. Assumes 30 new hires will be on board for ½ of the year in FY 2018 ($761.30 x 6 months x 30 hires) and a full year in FY 2019 ($9,136.00 x 30 hires).

IX. Office of General Counsel

Business Case

The Office of General Counsel provides legal services to all the agency's organizational elements with respect to all programs and activities. Specifically, OGC provides legal opinions, legal counsel, litigation support, and assists in the formulation and administration of the agency's policies and programs as legal advisors. OGC's workforce is primarily comprised of attorney advisers.
OGC often has a shortfall in its non-pay budget lines. Because the agency is considering VERA and VSIP, OGC has taken steps to ensure it only has essential personnel at the right grade level so as to ensure it has as much non-pay funding available as possible. In reviewing OGC's ongoing work and the agency's needs, OGC decided to restructure or reduce one (1) highly graded non-supervisory position and one (1) non-supervisory position in its Immediate Office. Below is the VERA and VSIP business case justification:

POSITION	FUNCTION	ORGANIZATION	LOCATION	OCCUPATIONAL CATEGORY	GRADE LEVEL
Senior Counsel for International Affairs	Oversees special projects of significant concern to the agency.	OGC Immediate Office	WA, DC	Management	SL-0905-00
Executive Assistant	Executes day-to-day responsibilities & assignments that are routine and/or may be of a sensitive nature.	OGC Immediate Office	WA, DC	Administrative	GS-0301/12

The senior counsel SL-0905 position targeted under the VERA/VSIP authorities was a new position OGC created soon after a significant environmental incident. The position's original duty station was in Denver, CO, that was changed in late 2016 to Washington, DC. The position responsibilities included special projects such as supporting the agency mission-driven environmental and human health efforts related to the Region 8 Gold King Mine. Given the reduced impacts surrounding the Gold King Mine efforts at this time, this position is no longer high priority or critical to the agency mission. OGC made

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the decision to eliminate this position. This position is retirement eligible. OGC will offer only the VSIP authority.

OGC's Immediate Office currently employs two executive assistant GS-0301/12 positions of which one position is considered in excess at the GS-12 level. OGC will target two positions under the VERA/VSIP authorities but will offer only one position. In reviewing its administrative support needs in the OGC Immediate Office, OGC determined that the work may be restructured at the GS-11 level. OGC will offer both the VERA and VSIP authority for the one position.

VSIP- and VERA-Specific Information

The one targeted SL-0905 position is retirement eligible. OGC will offer only the VSIP authority.

- Total 0905 General Attorney = 173 // Retirement Eligible = 25 // VERA eligible = 37 // VSIP eligible = 136

OGC is targeting two positions at the GS-0301/12 but only offering one position based on the first to apply. The one position will be eligible for both VERA and VSIP authority. The targeted GS-12 position will be restructured at the GS-11 level.

- Total 301 Miscellaneous Administration and Program = 13 // Retirement Eligible = 4 // VERA eligible = 3 // VSIP eligible = 13

Budget Information

Table A – Direct Costs for VERA/VSIP	
2 of Targeted Positions for VSIP x $25,000	$ 50,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 2 of Targeted Positions}	$ 40,685
Total Maximum Direct Costs	$ 90,685

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$39,738,600	$39,738,600
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost	$39,381,990	$39,381,990
E. Payroll for 1 New Hires	$42,234	$84,468
F. Payroll Savings for 2 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$314,376	$272,142
G. Pre-VERA/VSIP Annual WCF Cost	$1,979,007	$1,979,007
H. Post VERA/VSIP Annual WCF Cost	$1,961,007	$1,961,007
I. WCF for 1 New Hires	$4,500	$9,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J	$13,500	$9,000

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= G – H – I)		
Projected Savings with VERA/VSIP (F + J)	$327,876	$281,142

Assumptions:

A. Payroll based on FY 2017 Op Plan
B. VERA VSIP Payout – assumes payout will occur in FY17
C. Leave Payout Cost – assumes payout will occur in FY17
D. Post VERA VSIP payroll removes cost for a GS-12/6 ($93,008) and SL position $187,000. The positions include a 27% benefits rate
E. New Hire GS-11/1 ($66,510) plus a 27% benefits rate for ½ yr for FY18 and full year cost in FY19
F. No assumption: Calculation
G. Pre VERA/VSIP WCF Cost based on FY 2017 Op Plan authority
H. Post VERA/VSIP WCF cost reduces the Pre-VERA/VSIP cost by $ ($9K per person)
I. WCF new hire assumes WCF cost for ½ year in FY18 and full year in FY19
J. No assumption: Calculation

X. Office of International and Tribal Affairs

Business Case

The Office of International and Tribal Affairs proposes offering VERA and VSIP to GS-13 through GS-15 non-supervisory staff and to a small number of staff in administrative positions to facilitate the consolidation of programs and functions across the organization.

OITA currently has 74 non-temporary employees, the majority of whom are at the GS-13 to GS-15 grade levels. We propose to offer VERA/VSIP buyouts primarily to eligible employees at these grade levels, and will restructure the positions vacated by departing employees. The maximum number of positions eligible will be based upon current staffing levels and anticipated organizational needs, with adjustments to be made in accordance with future restructuring efforts.

OITA seeks to align the work of its international and tribal programs with administration priorities. Because of the administration's focus on fewer high-priority initiatives for international and tribal programs, OITA will need fewer higher-graded employees to serve as program leads. (The reduction in the number of key program areas is more significant in the international programs than in the tribal programs, and OITA is targeting fewer positions in its American Indian Environmental Office, accordingly).

Although OITA offered VERA/VSIP in 2014, the Office still has GS-13 through GS-15 level employees performing some functions that could be performed by staff at lower grades. As part of the office's efforts to realign its work and consolidate functions, less complex work will be restructured into lower-graded positions, which will facilitate consolidating more complex duties (e.g., policy development, multilateral negotiations, etc.) among the higher-graded staff who remain following the VERA/VSIP process. EPA offers in-house training (e.g., COR certification, IA Project Officer certification, etc.) that can help prepare lower-graded staff to assume some of the less complex duties currently being performed by higher-graded employees.

A reduction in the number of programs and the number of staff should also allow OITA to further

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consolidate some administrative functions, with slightly fewer staff providing administrative support to the office's programs. (OITA's 2014 VERA/VSIP process saw the departure of a number of key administrative support staff. Although some further consolidation is possible, there are currently fewer opportunities to reduce administrative functions than to collapse program management functions). OITA's current structure is already "flat." The office anticipates no reorganization as a result of VERA/VSIP. Realignments within each of OITA's constituent organizations are more likely, with teams being combined or staff assignments being consolidated.

Tentative areas of workforce reshaping and restructuring include:

- A reduction in the number of formal teams. Staff in OITA's program components are currently divided into a total of nine teams, each of which is headed by a GS-15 Senior Advisor. Combining existing teams will allow us to reduce the need for a number of higher-graded staff.
- A reduction in the number of GS-15s other than Senior Advisors. OITA's international programs currently have three non-supervisory GS-15s serving in positions other than team leaders. Several of these GS-15s support programs that OITA plans to significantly reduce in order to align the office's international priorities with the focus areas identified by the new administration. As the GS-15s who support these programs depart, OITA will restructure the positions to reduce their full promotion potential and to restructure the positions to support new priority programs.
- Realignment of resources across OITA will increase efficiencies in managing assistance agreements and contracts, which should reduce the number of staff needed to administer these vehicles. Some work currently supported by employees at the GS-13, 14, and 15 grade levels – in both the international and tribal programs -- can be reassigned to staff at lower grades.

OITA will target a total of six positions in accordance with the targeted position spreadsheet.

VSIP

VSIP will be offered for each of the six targeted positions, with a maximum of five offers being accepted. If OITA receives and accepts the maximum number of requests, $125,000 will be required for buy-outs.

A number of staff who occupy the targeted positions are already retirement eligible. VSIP will serve as an incentive for these employees to retire from federal service.

VERA

Nineteen employees in OITA are VERA eligible. The estimate of the total number of employees in the office who are expected to take early retirement is two.

The administration's focus on a smaller number of key international and tribal programs will result in the need for fewer higher-graded employees as program leads. Reductions in major initiatives may necessitate the transfer of up to ten OITA employees to other parts of the agency. OITA may also need to make significant changes to portfolio assignments for up to twenty other employees as a result of rapidly changing focus areas for our programs. OITA seeks VERA authority as one option for alleviating the need to transfer employees.

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Budget Information

Office of International and Tribal Affairs
Updated: Friday, June 30, 2017

Table A – Direct Costs for VERA/VSIP – FY 2017	
5 Targeted Positions for VSIP x $25,000	$ 125,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **5** Targeted Positions}	$ 73,000
Total Maximum Direct Costs	**$ 198,000**

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 12,221,150	$ 12,221,150
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 11,414,954	$ 11,414,954
E. Payroll for **5** New Hires	$ 174,542	$ 349,085
F. Payroll Savings for **5** VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 631,654	$ 457,111
G. Pre-VERA/VSIP Annual WCF Cost	$ 552,500	$ 552,500
H. Post VERA/VSIP Annual WCF Cost	$ 516,750	$ 516,750
I. WCF for **5** New Hires	$ 17,875	$ 35,750
J. WCF Savings for **5** VERA/VSIP Targeted Positions (J = G – H – I)	$ 17,875	$ 0
Projected Savings with VERA/VSIP (F + J)	**$ 649,529**	**$ 457,111**

Table B – Estimated Savings Assumptions

Payroll costs are calculated on OITA's workforce salary and benefits as of May 15 plus

Line Aprojected step increases for remainder of FY 2017. (No COLA projected in FY18 though 1.9% in FY19)

Line BNo additional VERA / VSIPs projected

Line CNo additional Leave Payout Cost projected

Line DAverage G14/S5 [Sal & Ben (27%)] for Targeted Positions

Line EProjected on-boarding April 2018; Average G9/S1 [Sal & Ben (27%)] for New Hires

Line HProjected FY 2018 WCF FTE costs is $7,150/year; no projected increase to per year cost factor

Line IProjected on-boarding April 2018

XI. Office of Land and Emergency Management

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The Office of Land and Emergency Management is requesting approval authority for the use of VERA and VSIP.

OLEM will use these authorities to:

- Reshape its workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with appropriate skill mix through efficiencies and technology;
- Streamline OLEM's national workforce by reducing and reshaping the current top-heavy GS-13/14/15 grade structure to create opportunities for recruiting at lower grade levels for alignment with the agency's highest priorities;
- Restructure existing staff layers to improve organizational productivity while reducing the staffing and associated payroll costs;
- Review and evaluate all programs to take advantage of efficiencies by streamlining and centralizing functions, reducing administrative and programmatic redundancies, and consolidating program mission areas into Centers of Excellence;
- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and create hiring opportunities to correct significant competency gaps by creating a number of vacancies at lower grades (GS-7/9/11) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization.

OLEM currently employs 494 permanent employees. Of these, 112 are eligible for voluntary retirement, 134 are eligible for early retirement, and 451 are eligible for voluntary separation payments. OLEM plans to target 219 positions with a maximum of 94 offers. Both the VERA and VSIP opportunities will be offered to staff in targeted series in OLEM. The estimated number of employees expected to take early retirement is 24 employees (25%). Because OLEM will be restructuring and not eliminating positions, we expect to rehire approximately 94 positions.

OLEM manages the agency's programs for hazardous waste and underground storage tank management, contaminated site cleanup including federal facilities, Brownfields redevelopment, and accidental releases from oil and chemical facilities.

Under the Resource Conservation and Recovery Act, the Office of Resource Conservation and Recovery is primarily responsible for implementing EPA's resource conservation, recovery and waste management goals. ORCR's principal responsibility is to build a national waste management program, implemented through EPA regional offices and state programs. OLEM plans to reshape and realign its waste management program to create a more efficient national program in two areas:

(1) More efficient oversight of mature state implemented RCRA Subtitle C Permitting, Corrective Action, PCBs and other state implemented programs.

Most states and territories are authorized to implement both the RCRA Hazardous Waste Permitting and Corrective Action programs. In many cases, the states oversee much of the Permitting and CA work through work sharing agreements with EPA. Today there are more efficient approaches to achieve effective program oversight. Through the use of technology, information, and collaborative problem solving, effective oversight can be achieved with fewer personnel resources.

(2) To offset resource reductions in prior years, efficiencies have been gained across the RCRA program due the implementation of a variety of LEAN efforts. These process improvements distill practical

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lessons learned and experiences contributed by federal, state, and regulated community representatives involved with many aspects of the federal hazardous waste program.

The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.
Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.
Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

The site characterization phase determines the nature and extent of contamination at the site, tests whether certain technologies are capable of treating the contamination, and evaluates the cost and performance of technologies to clean up the site. EPA begins its outreach and community involvement efforts concurrently with the site characterization phase as well as during the response decision process. Community Involvement Coordinators (CIC) work with community members throughout the cleanup process. On-Scene Coordinators and Remedial Project Managers also have significant roles along with input from hydrogeologists, toxicologists and ecological risk assessors and grants/project officers that administer cooperative agreements to states for their participation in the process.

OLEM proposes prioritizing cleanup work based on reducing risk and other factors at sites, including but not limited to sites that are good candidates for reuse. Therefore, we will continue to implement all phases of the response program to find future high risk/high redevelopment potential projects to add to the National Priorities List or to conduct removal actions. This will require careful allocation of resources to the completion of the other phases of the process, such as Record of Decision, and Remedial Design and Remedial Actions to achieve completion of site cleanups through fund-lead or enforcement-lead work. This may reduce the need for technical positions as well as administrative staff and will lead to program efficiencies and/or streamlined program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Office of Land and Emergency Management
(June 30, 2017 updated VERA/VSIP Tables)

Table A – Direct Costs for VERA/VSIP	
94 of Targeted Positions for VSIP x $25,000 *(94 offers)*	$2,350,000
Annual Leave Pay Out for 94 of Targeted Positions for VERA, Optional Retirement or Resignation	$1,335,597

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{Hourly rate based on the average grade and step of the targeted pool x 240 x 94 of Targeted Positions} *(Assumptions: 94 offers at an hourly rate of a GS-13/5 (DC locality) + 15% benefit [does not include health benefits])*	
Total Maximum Direct Costs	$3,685,597

Table B – Estimated Savings for FY 2018 through FY 2019 (assumptions list below)		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$82,712,000	$82,712,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$69,583,443	$69,583,443
E. Payroll for # New Hires	$3,358,789	$6,717,578
F. Payroll Savings for 94 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,769,768	$6,410,979
G. Pre-VERA/VSIP Annual WCF Cost	$15,702,000	$15,702,000
H. Post VERA/VSIP Annual WCF Cost	$15,044,000	$15,044,000
I. WCF for # New Hires	$329,000	$658,000
J. WCF Savings for 94 VERA/VSIP Targeted Positions (J = G – H – I)	$329,000	$0
Projected Savings with VERA/VSIP (F + J)	$10,098,768	$6,410,979

Assumptions for Table B

A: FY18 & assume FY 2017 Enacted Payroll for OLEM HQ (to allow for comparison)
B: '18 & '19 $0 as per instructions
C: '18 & '19 $0 as per instructions
D: '18 & '19 assumes savings of $13,128,557 (94 offers at GS-13/5 DC locality + 30% benefits costs)
E: '18 assumes 94 rehires at the GS-9/1 DC locality + 30% benefits for ½ year
'19 assumes all 94 are on board for full year (other assumptions the same)
F: '18 & '19 applies formula
G: '18 & '19 assume FY 17 WCF BOC 38 for OLEM HQ (total)
H: '18 & '19 assumes 94 offers leave at $7000/offer
I: '18 assumes 94 new hires at ½ year at $7000/hire
'19 assumes 94 new hires at full year at $7000/hire
J: '18 & '19 applies formula
Total savings = formula

XII. Office of Research and Development

The Office of Research and Development plans to reshape its workforce to place a greater focus on the science supporting the Administrator's priorities of (1) supporting core drinking water/clean water infrastructure projects; (2) implementing TSCA reform: (3) bringing about measurable changes in communities with Superfund sites; and (4) attaining the air quality standards. Our plan is to accomplish

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this through the restructuring of our workforce by consolidating our Las Vegas workforce to other ORD locations, bringing our supervisor-to-staff ratio in line with agency standards, and reducing the number of highly graded, non-supervisory staff position.

Restructured positions will allow ORD the opportunity to maintain its core post-doctoral program that provides technical expertise in cutting-edge scientific areas supporting the agency's priorities, as well as to create vacancies to recruit staff at the entry level with the skill sets needed to support our core functions. Additionally, reducing the number of employees at our LV facility will allow us to reduce the footprint in leased space, eventually allowing us to reallocate those funds to other high priority initiatives.

ORD plans to use the VERA, in conjunction with the VSIP, as an incentive to implement these restructuring strategies. ORD historically has a low attrition rate, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. Together, these two authorities provide the most favorable opportunity for the organization to meet its goals while offering an attractive incentive for eligible employees to elect to leave the organization.

VSIP will be offered to a maximum of 183 employees with an estimated 55 (or 30%) accepting the offer. These offers will be made to retirement or early out (VERA) eligible employees located in LV, Nevada; eligible employees who are non-supervisors at the GS-14 and above grade level (to include SES, ST, SL); and eligible supervisors with <5 employees. ORD's labs, centers, and offices are all unique in how they support the priorities of the agency. Each will handle restructuring under the three scenarios slightly different based on their current staffing needs, mainly through a variance in the maximum offers by geographic location, series, and grade. Our attached template takes those considerations into account and includes numbers based on the LCO specific requests. ORD will not have any changes to its organizational chart as a result of these offers.

ORD currently has 1564 non-temporary employees. Of those, 322 employees are eligible for early retirement. VERA will be offered to 66 of the non-temporary employees in ORD. The estimate of the total number of employees in ORD who are expected to take early retirement is 13 (20%). ORD does not anticipate any involuntary separations, downgrades or transfers as a result of this restructuring. It is anticipated that it will be necessary to implement a limited number of details and reassignments as a result of the VERA in order to continue our restructuring/reshaping process. We anticipate some reassignments specifically associated with our goal to increase the supervisor/staff ratio in ORD. VERA will help us move toward that goal. Additionally, a reduction in the number of high graded non-supervisors as a result of this VERA will allow ORD to bring in new, lower graded employees with skills to take on work to support the agency's core functions, as well as continue our focus on our post doc program. Please see the targeted position spreadsheet for detailed information for each job series.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Maximum Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	183 x $25,000 = $ 4,575,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation	

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{Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 3,030,480
Total Maximum Direct Costs	$ 7,605,480

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$265,438,372	$265,438,372
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$231,738,922	$231,738,922
E. Payroll for # New Hires	$10,876,788	$21,753,576
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$22,822,662	$11,945,874
G. Pre-VERA/VSIP Annual WCF Cost	$10,560,825	$10,560,825
H. Post VERA/VSIP Annual WCF Cost	$9,412,500	$9,412,500
I. WCF for # New Hires	$1,315,496	$1,148,325
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	($167,171)	$0
Projected Savings with VERA/VSIP (F + J)	**$22,655,491**	**$11,945,874**

Budget assumptions:
Table A:
 # Targeted x 25,000: Assumes max (cap) of 183 accept $25K each for a total of $4.575M
Annual Leave Pay Out: The average hourly rate for the targeted pool is $69 x 183 max (cap) x 240 hours = $3,030,480

Table B:
A: Amounts of PC&B for ORD as of FY17
B: Assumes that no VERA/VSIP payout will take place in FY18 or FY19.
C: Assumes that no leave payout will take place in FY18 or FY19.
D: Amounts of PC&B estimated for cap of 183 leaving with $145,000 average salary and 27% benefits % of PC&B estimate across EPA, so (Line A) - (183 X $145,000 X 127%) = $231,728,922 for FY18 and the same for FY19.
E: We estimate183 new hires/restructured positions at an average hourly rate of $45/hour, with 27% benefits. We assume the new hires work half the year for FY18 and all FY19, so, (183 X $45 X 2080 X 127% X 50%) for FY18, and double for FY19.
G: The $6275 WCF cost/year/person for FY17 for ORD FTE times 1683 FTE FY18/FY19 is: (1683 X $6275) = $10,560,825.
H: $6275 WCF cost/year/person for FY17. Assuming 183 depart, (Line G) - ($6275 X 183) = $9,412,500 FY18/FY19.
I: $6275 WCF cost/year/person for FY17. Additional one-time background check costs are $4051/employee. For 183 new hires, working a half year in FY18 and all FY19, cost is ($6275 X 50% X 183) + ($4051 X 183) for FY18 and ($6275 X 183) =for FY19.

XIII. Office of Water

The Office of Water (OW – Washington, DC and Cincinnati, OH) will use the VERA and VSIP authorities to:

- Reduce and rebalance our current grade structure by reducing GS-13s and GS-14s, non-supervisory GS-15s, and supervisory and non-supervisory SLs to adjust skill and grade levels.
- Restructure our programmatic and administrative positions to refresh skill sets to address modern and ever-changing technologies, enhance collaboration and coordination, and deal with increasingly complex technical and scientific challenges.
- Reshape current workforce to correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities in current and potentially different series to create a higher-performing organization.
- Assess on an ongoing basis our position management structure and make future changes based on staff attrition and changing technology.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

The office will reassign the most complex work (i.e., GS-13 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. This will allow us to recruit at the entry-level for positions working on program and technical issues that require the integration of multimedia approaches and new technology skills to more efficiently and effectively implement program objectives. Other positions, to the extent feasible and practical, will be restructured through the transfer and retraining of staff with outdated skill sets or staff that are currently focused on work activities that will not be emphasized in the future.

How VSIP will be used in conjunction with VERA

OW will use the VERA authority to increase the number of positions in the targeted job series who would be eligible to accept a VSIP offer, if they were allowed to retire early. Currently, there are 85 targeted positions that are eligible for voluntary (optional) retirement and eligible to accept a VSIP offer without VERA approval. The number of VERA employees eligible for a VSIP is 67 so by adding VERA, the number of targeted positions who are eligible to accept a VSIP offer increases to 152 and improves the probability of reaching the OW goal to realign resources. Additionally, by adding employees who are eligible for VSIP only (239) and not eligible for voluntary or early retirement, it increases our number of positions in targeted job series to 391. OW will make VERA and VSIP offers simultaneously to all employees in targeted positions during the same offer period. A total of 30 VSIP offers will be approved and the combined use of VERA authority along with the VSIP offers will increase the odds of OW reaching the goals of restructuring and reshaping the workforce. OW will approve up to 30 VSIPs, each up to the maximum of $25,000 or the amount of severance pay to which an employee is entitled (whichever is less).

VERA-Specific Information

Number of non-temporary employees in OW undergoing change	391
Number of non-temporary employees in OW who may be involuntarily separated, downgraded, transferred, or reassigned as a result of the situation	5
Number of employees in OW who are eligible for early retirement (excluding employees eligible for optional retirement)	67

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The estimate of the total number of employees in OW who are expected to take early retirement is:	5

The actions listed below provide a description of the types of personnel actions anticipated as a result of OW's need for voluntary early retirement authority:

- Directed Reassignments
- Details
- Voluntary Separations
- Abolish or Reclassify Positions
- Voluntary Retirements
- Internal and External Recruitments

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
Annual Leave Pay Out for 30 targeted positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions}	$470,098
Total Maximum Direct Costs	$1,220,098

1) Annual Leave payout is calculated based on the average grade and step for the target pool:
   - Hourly salary of an SL employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $84.76 x 240 = $20,342 x 1 = $20,342
   - Hourly salary of a GS15, Step 7 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $75.77 x 240 = $18,185 x 11 = $200,033
   - Hourly salary of a GS14, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $62.62 x 240 = $15,029 x 9 = $135,261
   - Hourly salary of a GS13, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $52.99 x 240 = $12,718 x 9 = $114,462
   - The total leave payout is the sum of $20,342 + $200,033 + $135,261 + $114,462 = $470,098
2) The total maximum direct cost is the sum of $750,000 + $470,098 = $1,220,098

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll cost	$92,832,000	$92,832,000
B. VERA/VSIP Payout cost	0	0
C. Leave Payout cost	0	0
D. Post-VERA/VSIP Annual Payroll cost (pre-VERA/VSIP payroll cost- payroll for 30 targeted positions)	$87,514,227	$87,514,227
E. Payroll for 15 New Hires (assumes 15 FTEs external to OW by mid-year in FY18)	$654,475	$1,268,940

F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,883,300	$4,248,827
G. Pre VERA/VSIP Annual WCF Cost	$5,914,224	$5,914,224
H. Post VERA/VSIP Annual WCF Cost	$5,619,984	$5,619,984
I. WCF for 15 New Hires (assumes half of WCF costs for FY18, full WCF for FY19)	$73,560	$147,120
J. WCF Savings for 30 VERA/VSIP Targeted Positions (J = G – H – I)	$220,680	$147,120
Projected Savings with VERA/VSIP (F+J)	$5,103,980	$4,395,947

A. Pre VERA/VSIP costs are based on the 2017 Opplan payroll.

B and C. Employees will be required to separate by the end of Fiscal Year 2017 so there are no anticipated VERA/VSIP costs or payroll associated with FY18 or FY19.

D. Post VERA/VSIP annual payroll is pre-VERA/VSIP payroll minus the payroll costs for 30 targeted positions. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits. This total is multiplied by the number of VERA/VSIPs offered.

SL $176,303 x 1 = $176,303

GS 15/7 $158,123 x 11 = $1,739,353

GS 14/6 $130,692 x 9 = $1,176,228

GS 13/6 $110,595 x 9 = $995,355

Total payroll costs for targeted VERA/VSIP positions = $4,087,239 + 35% = $5,517,773

Post VERA/VSIP annual payroll = $92,832,000- $5,517,773 = $87,314,227

E. Assumes new hires will be on board for half of FY18 and the entirety of FY19. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits.

GS 9/1 $54,972 x 5 = $274,860 x .5 = $137,430

GS 11/1 $66,510 x10 = $665,100 x .5 = $332,550

E (FY19). $274,860 + $665,100 = $939,960 + .35 = $1,268,946

E (FY18). $939,960 x .5 = $469,980 + .35 = $634,473

F (FY18) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $634,473 = $4,883,300

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F (FY19) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $1,268,946 = $4,248,827

G. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access.

$9,808 x 603 on-boards = $5,914,224

H. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access, times the targeted number of VERA/VSIP positions. Total Working capital fund costs – VERA/VSIP savings.

$9,808 x 30 = $294,240
$5,914,224- $294,240 = $5,619,984

I. Working Capital Fund costs assume new hires will be on board for half of FY18 and the entirety of FY19.

(FY18). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access. Cost for 6 months is $4,904. $4,904 x 15 = $73,560

I (FY19). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access, times the targeted new hires. $9,808 x 15 = $147,120

J (FY18) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $73,560 = $220,680

J (FY19) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $147,120 = $147,120

FY18 Projected Savings with VERA/VSIP. $4,883,300 + $220,680 = $5,103,980

FY19 Projected Savings with VERA/VSIP. $4,248,827 + $147,120 = $4,395,947

XIV. Region 1

Business Case

Region 1 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts/goals in three areas: consolidate/reduce administrative support; reduce/restructure highly graded positions; and restructure positions to focus on technical and programmatic priorities and core business functions.

Region 1 employs 567 non-term employees. Currently, 137 (24%) of our workforce is eligible for a Regular Retirement, and 201 (36%) of our workforce is eligible for an Early Retirement. While we have made good progress in shaping a workforce to meet our mission's objectives, the region's continued low attrition ranging from 3% to 4% per year has slowed our efforts to restructure the workforce and achieve efficiencies. Using a strategic but narrow approach to identifying eligible positions in each Division, we believe that VERA/VSIP can accelerate our workforce restructuring goals. Region 1 senior leaders have determined that offering VSIP in conjunction with VERA will increase our ability to meet these goals.

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Region 1 will offer a total of 36 VERA/VSIP opportunities to 112 positions which are eligible for either a Regular Retirement or an Early Retirement. Region 1 will not be offering VSIP to employees not currently eligible for Regular Retirement or an Early Retirement, as management has determined, with our narrow approach, the skill sets and positions established are needed to support mission objectives. The estimate of total number of employees in the region to take an early retirement is seven.

Administrative and Support Functions: As the region adopts new technologies, employs Lean principles to our operations, and centralizes certain functions, our administrative and support needs continue to change. In the case of the VERA/VSIP opportunities offered to administrative and support functions, the remaining work will be pooled or absorbed with existing positions, or restructured into lower graded, part-time positions.

Region 1 will offer a maximum of 5 VERA/VSIP opportunities to 9 individuals/positions in the Boston, Massachusetts location.

Reduce and/or Restructure Highly Graded Positions: Region 1 plans to reduce the number of high graded technical experts and senior policy advisors to better reflect the current priority work. For emerging priority needs, the region will work with our SSC to restructure technical expert positions and senior policy advisors consistent with classification standards used across the agency. In instances where the position is eliminated, remaining work will be redistributed to grade appropriate positions, or the position may be reclassified at a lower grade level and considered for reassignment. To support a greater balance of grade levels across the region we may consider entry-level hiring for positions needing new skill sets or expertise not readily available within the region.

Region 1 will offer a maximum of 12 VERA/VSIP opportunities to 27 individuals/positions: 3 VERA/VSIP opportunities to employees in Chelmsford, MA; and 9 VERA/VSIP opportunities to employees in Boston, Massachusetts location.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Table A – Direct Costs for VERA/VSIP	
36 of Targeted Positions for VSIP x $25,000	$ 900,000
Annual Leave Pay Out for 36 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 320 x # of Targeted Positions}	$ 665,219
Total Maximum Direct Costs	$ 1,565,219

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$86,525,000	$86,525,000
B. VERA/ VSIP Payout Cost	0	0

C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	$80,953,776	$80,953,776
E. Payroll for 25 New Hires	$1,500,000	$3,000,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,071,224	$2,571,224
G. Pre-VERA/VSIP Annual WCF Cost	$2,774,000	$2,774,000
H. Post VERA/VSIP Annual WCF Cost	$2,630,000	$2,630,000
I. WCF for 25 New Hires	$50,000	$100,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$94,000	$44,000
Projected Savings with VERA/VSIP (F + J)	**$4,165,224**	**$2,615,224**

Table A:
Assumed maximum carryover and leave to date of calculation and assumed some used average 320 annual leave hours times hourly rate at step 10 of grade

Table B:
A: This is the Annual Payroll Cost per Bas v. 1 for Region 1
D: Assumed the Step 10 for each grade level targeted
E: Assumed $120,000 pay for 25 new hires/restructured positions
H & I: Annual WCF costs $ 4,000 per position

XV. Region 2

Business Case

Region 2 proposes to extend a maximum of 30 VERA/VSIP offers, up to 27 to employees with a New York, NY duty station and up to three to employees with an Edison, NJ duty station. These fall into three of the six major themes identified by the agency. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

- Consolidate and streamline functions/activities/reduce number of programs.
- Restructure or reduce highly-graded supervisory or non-supervisory positions.
- Consolidate or Reduce Administrative or Support Functions.

The estimated number of employees expected to take early retirement is eight to 10. This assumes that 1) a majority but not all of slots will be taken; and 2) employees eligible for regular retirement will have service computation dates that have the effect of precluding some offers to less senior VERA-eligible applicants. Region 2 intends for employees in targeted positions to be included in the offer pool regardless of whether they are eligible for VSIP and regular retirement, VERA/VSIP, or VSIP only.

Absent a VERA/VSIP, we would anticipate no involuntary actions of an adverse nature; some employees would need to be reassigned. We do not anticipate undertaking a reorganization following the implementation of this VERA/VSIP proposal. Therefore, we are providing a single set of organization charts. The theme-based paragraphs above convey a sense of how the region would operate with certain positions eliminated and others filled at lower grades, different series, or with a different set of programmatic responsibilities. We anticipate that personnel actions as a result of VERA/VSIP implementation would include a modest number of reassignments, details, and merit

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promotions. We may also proceed with external hires at the entry level based on feasibility and degree of need.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

Notes:

* Annual leave payouts based on an average hourly rate of $52.805 and 320 hours of leave for each employee who takes the VV.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	***FY 2019 Estimate***
A. Pre-VERA/VSIP Annual Payroll Cost	$ 121,683,000	$ 121,683,000
B. VERA/ VSIP Payout Cost	$ -	$ -
C. Leave Payout Cost	$ -	$ -
D. Post VERA/VSIP Annual Payroll Cost	$ 117,207,977	$ 117,207,977
E. Payroll for 15 New Hires	$ 577,588	$ 1,155,177
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 3,897,435	$ 3,319,846
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,887,000	$ 3,887,000
H. Post VERA/VSIP Annual WCF Cost	$ 3,767,000	$ 3,767,000
I. WCF for 15 New Hires	$ 30,000	$ 60,000
J. WCF Savings for 15 VERA/VSIP Targeted Positions (J = G – H – I)	$ 90,000	$ 60,000
Projected Savings with VERA/VSIP (F + J)	$ 3,987,435	$ 3,379,846

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Notes:

A. 2018 Pre-VV Annual Payroll Cost based on current FY 2017 payroll costs.
B. VV payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. Leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Projected payroll costs based on current FY 17 salaries.
E. Payroll for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.
G. For WCF savings and hires, $4,000 used per position.
H. For WCF savings and hires, $4,000 used per position.
I. WCF for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.

XVI. Region 3

Business Case

Region 3 is requesting VERA/VSIP authority to increase its flexibility in implementing efficiency measures by eliminating positions, restructuring positions and reassigning staff to priority programs. The region is currently at FTE ceiling. The current attrition rate of 3-4% annually, would not allow the region to pursue the efficiency measures without VERA/VSIP incentives. To achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. Future reorganizations would be based on outcomes from new initiatives and policy directions and the response to VERA/VSIP. The region is proposing the following actions to increase efficiency and effectiveness of agency programs and regional operations:

1. **Delayering.**

On average, the supervisor to staff ratio in the region is 1:8. The ratios vary widely by Divisions and there are opportunities to reorganize functions in order eliminate supervisory positions and decrease supervisory layers. In addition, an increased focus on scientific positions has reduced the need for Supervisory Environmental Protection Specialists.

2. **Consolidate or reduce administrative functions.**

Improvements in technology and decreased dependence on paper has made many traditional administrative and clerical functions obsolete. By offering VERA/VSIP to all grades in the administrative and clerical series, these support functions can be consolidated.

3. **Restructure and reduce highly graded supervisory and non-supervisory positions.**

The region has over 85 non-supervisory GS-14/15 positions. Offering VERA/VSIP to all eligible staff in this population will help reduce the number of GS-14 and 15 employees. Remaining non-supervisory GS-14/15s can be reassigned to vacated supervisory positions where suitable.

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Forty percent of the region is a GS-13. While there is a need to maintain higher graded staff to provide leadership and subject matter expertise to programs, the region is weighted heavily in higher grades. Through attrition gained by VERA/VSIP, the region will restructure functions and reassign work to the existing positions. The region has over 100 interdisciplinary scientists at the GS-07/09/11/12 level who can be reassigned to new functions to fill critical areas. These entry level staff will benefit from cross training early in their career and build the capability of the next generation of agency leaders. The region does not anticipate filling any of the positions with external candidates, though there may be opportunities for reassignments and merit promotion actions within the existing workforce.

4. **Restructure to focus on core business functions.**

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. These functions are filled by staff in a range of positions, series and grades. By offering VERA/VSIP widely, staff remaining in these functions can be shifted to new program requirements.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
159 of Targeted Positions for VSIP x $25,000	$ 3,975,000
Annual Leave Pay Out for 159 of Targeted Positions for VERA, Optional Retirement or Resignation {$51.65 based on the GS-13/6 of the targeted pool x 240 x 159 of Targeted Positions}	$ 1,970,964
Total Maximum Direct Costs	$ 5,945,964

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$112,875,000	$112,875,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	$95,737,344	$95,737,344
E. Payroll for 124 New Hires	$7,440,000	$14,880,000
F. Payroll Savings for 159 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,697,656	$2,257,656
G. Pre-VERA/VSIP Annual WCF Cost	$4,196,547	$4,196,547
H. Post VERA/VSIP Annual WCF Cost	$3,343,830	$3,343,830
I. WCF for 124 New Hires	$332,506	$665,012
J. WCF Savings for 159 VERA/VSIP Targeted Positions (J = G – H – I)	$520,211	$187,705
Projected Savings with VERA/VSIP (F + J)	**$10,217,867**	**$2,445,361**

Footnotes

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1. Table A – Hourly rate ($51.65) of a GS-13/6 X 240 X 159 (# of targeted positions)
2. Table B – Row D – Yearly salary ($107,784) of a GS-13/6 x 159 = $17,137,656 subtracted from $112,625,000
3. Table B- Row E—Assumes $120,000 pay x 124 rehires/restructured positions
4. Table B – Row G - $5,363/per person X 782.5 FTE
5. Table B- Row I - $5,363 X 124 rehires/restructured positions

XVII. Region 4

Business Case

As Region 4 continues to acquire the skills needed to perform current and emerging technical, analytical and programmatic work of the organization, we will need skill sets that are multidisciplinary, highly analytical, creative, and flexible. Building on our FY 2014 VERA/VSIP efforts in restructuring the workforce to create a higher-performing organization, we will utilize these authorities to continue to focus on optimizing our workforce in support of the agency's and region's mission critical priorities. The VERA and VSIP authorities will allow region 4 to continue to garner efficiencies and better serve customers. Region 4 will align grade levels and restructure the workforce to recruit new skills and competencies in support of evolving agency needs and mission critical core programs; and, meet technical, operational, financial, and programmatic challenges facing the organization. This will include providing training and assistance to our state counterparts and addressing critical infrastructure needs within the region, in addition to, increasing the number of employees trained and working in core program areas (i.e., biological sciences, environmental engineering, physical sciences, and project management) while reducing certain administrative/clerical series and other functions related to non-core program work.

Region 4 will reduce positions which are obsolete and/or do not provide optimum flexibility in staffing environmental programs, technical, mission support, information and operations positions. Readjusting priorities, we will have the opportunity to recruit skills to meet emerging technical and programmatic needs. In consolidating position functions into other technical positions, we will improve flexibility and increase efficiency of core mission functions. We will reshape the workforce where the demand for specific skills is no longer there, place expertise in needed areas; and, recruit at lower grades where gaps are identified.

Region 4 has been a leader in working with state and private partners to develop tools to increase the capacity of state and local governments to adopt and implement more efficient policies, practices and incentives. In continuing cooperative federalism, we intend to take advantage of the efficiencies created by those tools, including technology, information and collaborative problem solving. Our partnership with states and tribes will allow us to focus efforts to realign resources, streamline and merge functions across the organization, reduce redundancies and subsequently strengthen our support of state and tribal functions.

Region 4 continues to evaluate opportunities for consolidation or realigning resources for compliance and enforcement activities. The region has identified opportunities to achieve near term workforce reductions to achieve a more efficient and focused enforcement and compliance program.
Region 4 will capitalize on workforce reductions to create more efficiencies by aligning with the

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agency's strategic direction and support efforts to manage shortfalls in extramural funding experienced over the past few years. Priorities will be realigned with personnel focusing efforts on addressing high risk sites and on economic redevelopment possibilities. The region will continue to reallocate resources to achieve completion of site clean ups through fund lead or enforcement lead work. As a result, it is anticipated that the efforts will lead to program efficiencies and further streamline program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals.

As positions are vacated, Region 4 will review to determine appropriate restructuring. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels, and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties and grade level(s) appropriate for the scope of work performed. In some cases, the duties of a vacated position may be reassigned to another position.

The aforementioned efforts will facilitate strategic workforce planning to ensure mission critical positions are filled and hiring priorities are adjusted to correct any anticipated significant competency gaps within the organization.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP – Region 4	
25 of Targeted Positions for VSIP x $25,000	$ 625,000
Annual Leave Pay Out for **25** of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **25** of Targeted Positions}	$ 284,114
Total Maximum Direct Costs	$909,114

Table B – Estimated Savings for FY 2018 through FY 2019 – Region 4		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$130,535,000	$130,535,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,935,000	$126,935,000
E. Payroll for **15** New Hires	$1,087,500	$2,175,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,512,500	$1,425,000
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,946,500	$3,946,500
I. WCF for **15** New Hires	$33,750	$67,500
J. WCF Savings for # VERA/VSIP Targeted Positions (J	$78,750	$45,000

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= G – H – I)		
Projected Savings with VERA/VSIP (F + J)	$2,591,250	$1,470,000

Table A
Calculation based the 25 particular targeted positions' grade level @step-5 hourly rate.

Table B
Row A: Annual payroll cost (2017 Operating Plan Payroll – Pre-VERA/VSIP)
Row B: Assumes VERA/VSIP payout takes place in FY17 and no impact to FY18 or FY19.
Row C: Assumes Leave Payout takes place in FY17 and no impact FY18 or FY19.
Row D: Annual payroll cost less cost for 25 targeted positions @$144K each ($130,535,000-$3.600,000).
Row E: Assumes 15 external hires to R4 @$145k each (FY18-50% and FY19-100%).
Row G: WCF cost/regional employee. ($4500 per employee)
Row H: Assumes WCF on-board cost minus 25 targeted positions. ($4500 per position)
Row I: Assumes $4,500 @15 new hires (FY18-50% and FY19-100%).

XVIII. Region 5

Business Case

Both the VERA and VSIP opportunities will be offered to a maximum of 79 employees in targeted occupations, and grade levels located within EPA Region 5. Region 5 will target 182 positions and a maximum of 79 offers will be made. Decisions on who receives VERA and VSIP will be prioritized based upon the employee's permanent official position of record, occupational series, and grade level.

Our shifting mission requirements and need for efficiencies require the region to reduce, rebalance, and restructure our workforce in a manner not possible through current attrition rates, which have averaged about 4%, without the use of VERA/VSIP. Region 5 is seeking VERA/VSIP authority to focus on ensuring that critical positions and job series are maintained and occupied with employees with the appropriate skills to meet our mission. Opportunities to gain efficiencies through consolidation and restructuring to increase the staff to supervisory ratio while rebalancing the top-heavy specialist positions into entry-level generalist positions are described in detail below.

Information Required for VERA and VSIP Requests

As part of our planning process, we reviewed our workforce demographics to determine the number of positions, occupations, and grade levels to be considered for workforce reshaping to accommodate shifting priorities in the agency and within the region. In addition to targeting positions that will be eliminated, we plan to use VERA and VSIP to target organizations and/or job series that could provide efficiency opportunities by moving to broader scientist/engineer series by restructuring higher graded specialist positions. This should provide for flexibility in the workforce regardless of budget constraints.
We plan to reduce and restructure our workforce through a multi-pronged approach of consolidating duties, reducing branches and sections within most divisions/offices, and addressing the changing nature of workforce skill requirements.

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Region 5 has a substantial number of employees eligible for optional retirement and an even higher number of VERA-eligible employees. However, given our low attrition rate and the fact that many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility, we are requesting authority to offer VERA with VSIP to supplement our number in order to reach our goal of 79 voluntary separations.

Offering VERA with VSIP is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and gain the skillsets needed to meet current and future mission needs.

VERA Specific Information

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Region 5 employs 1,075 permanent employees. There are 244 employees currently eligible for retirement, with an additional 42 becoming eligible by the end for this calendar year. There are 278 employees eligible for VERA under the plan, with an additional 3 becoming eligible by the end of the calendar year. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is nine (9).

As a result of the agency's need for VERA, Region 5 anticipates the following personnel actions may be necessary:

- Directed reassignments
- Details
- Temporary promotions
- Voluntary separations
- Abolish and/or reclassify positions

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
79 of Targeted Positions for VSIP x $25,000	$ 1,975,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 79 of Targeted Positions}	$ 939,658
Total Maximum Direct Costs	$ 2,914,658

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$145,857,958	$145,857,958
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$135,515,460	$135,515,460

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E. Payroll for 71 New Hires	$2,368,330	$4,736,659
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$7,974,168	$5,605,839
G. Pre-VERA/VSIP Annual WCF Cost	$5,295,000	$5,295,000
H. Post VERA/VSIP Annual WCF Cost	$4,979,000	$4,979,000
I. WCF for 71 New Hires	$142,000	$284,000
J. WCF Savings for 79 VERA/VSIP Targeted Positions (J = G – H – I)	$174,000	$32,000
Projected Savings with VERA/VSIP (F + J)	$8,148,168	$5,637,839

Table A
Used average hourly rate of $49.56 for a GS12 step 10.

Table B
A: Base cost from latest pay period posted (2017 PP20) projected for 26 pay periods with 27% added for benefits ($4,417,261 x 26 x 127%).
B: $0 per guidance
C: $0 per guidance
D: Row A minus annual payroll cost of 79 targeted positions ($49.56 x 127% x 2080 Hours x 79).
E: New outside hires at lower pay (GS 9 step 1) for restructured positions using $26.29 per hour including 22% for benefits ($26.29 x 2080 x 122% x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.
G: WCF amount pulled from BAS v4.0 2017 Enacted Operating Plan
H: Row G minus annual WCF cost of 79 targeted positions ($4,000 x 79).
I: New outside hires for restructured positions using annual WCF cost of $4,000 per FTE ($4,000 x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.

XIX. Region 6

Business Case

Region 6 proposes a broad VERA/VSIP offering to over 200 of our current on-board employees in anticipation of a restructuring of organizational components, consolidation of functions, and delayering of management to achieve both near-term workforce reductions and to establish a more efficient organization better aligned to accomplish the agency's strategic direction. Region 6 identified 147 maximum offers that will be made under the VERA/VSIP program, and will extend those offers to employees in all job series and grades within targeted levels, consistent with our goal of fully utilizing the VERA/VSIP programs to reshape our organization. Region 6 is proposing the following actions to increase efficiency and effectiveness of agency core environmental programs and regional operations:

1. Delayering.

Region 6 has identified opportunities to organize our functions and organizations in order to eliminate supervisory positions and decrease supervisory layers. Organizational options to delayer our organization will be identified at the completion of the VERA/VSIP program when a better understanding of vacated positions is known. Therefore, future organizational charts will not be

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submitted at this time.

2. Consolidate or reduce administrative functions.

As a result of Region 6's use of technology improvements, online collaborative tools and decreased dependence on paper, many traditional administrative and clerical functions are becoming obsolete. By offering VERA/VSIP program to all grades in the administrative and clerical series, these support functions can be more efficient through consolidation and savings can be focused on priority work.

3. Restructure and reduce highly graded supervisory and non-supervisory positions.

Region 6 has identified opportunities to utilize the VERA/VSIP program to restructure and reduce many of our highly graded positions in the region. Approximately 47% percent of the region's employees are GS-13. Region 6 has 86 non-supervisory GS-14/15 positions including attorneys. Ten of these non-supervisory attorney positions have been identified as safe positions associated with priority work. Offering the VERA/VSIP program to all eligible staff in this population will help reduce the number of GS-14 and 15 employees, allow us to improve the distribution of work and reinvest savings in priority program areas.

4. Restructure to focus on core business functions.

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to align our organization and workforce with priority work. These functions are filled by staff in a range of positions, series and grades. By offering the VERA/VSIP program broadly, Region 6 will be able to both direct employees toward new program requirements and invest savings to priority program areas.

5. Restructure to focus on STEM/programmatic priorities

Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to focus on core scientific requirements and programmatic priorities necessary to accomplish the agency's mission. Region 6 intends to focus on STEM disciplines to better align our workforce with the agency priorities related to essential technical work and invest savings in these areas.

6. Consolidate and streamline functions/activities/reduce number of programs

Region 6 has identified opportunities to utilize the VERA/VSIP program to generate savings through consolidation and streamlining our work. By offering the VERA/VSIP program, Region 6 will be able to realize gains in efficiencies, improve integration with state and tribal partners, and invest savings to priority program areas.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step – this is a GS-13 step 10 for Region 6) should be captured in footnotes or otherwise explained in the business case.

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Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP (147) x $25,000	$3,675,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	147x$56.96x240 = $2,009,549
Total Maximum Direct Costs	$5,684,549

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$107,218,000	$107,218,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$85,832,271	$85,832,271
E. Payroll for # New Hires (147 in FY 18 GS-9 step 1)	$3,884,680	$7,769,361
F. Payroll Savings for # VERA/VSIP Targeted Positions	$17,501,049	$13,616,368
G. Pre-VERA/VSIP Annual WCF Cost	$4,157,417	$4,157,417
H. Post VERA/VSIP Annual WCF Cost	$3,328,190	$3,328,190
I. WCF for # New Hires (147 in FY 18, GS-9 step 1)	$414,614	$829,227
J. WCF Savings for # VERA/VSIP Targeted Positions	$414,613	$0
Projected Savings with VERA/VSIP (F + J)	**$17,915,662**	**$13,616,368**

Table A:
Annual leave payout based on average GS 13 Step 10.

Table B:

A. Payroll Ceiling is based on FY 17 on-board FTE of 737 on 31 Mar 2017. No price adjustments for COLAs are included.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Lump Sum Leave payout takes place in FY17 and does not impact FY18 or FY19.
D. Annual payroll of 590 remaining FTE after VERA/VSIP based on average annual labor cost. ($145,479 x 590 = $85,832,271).
E. New hires of 147 FTE at GS 9 Step 1, start date April 2018.
F. A-B-C-D-E = F.
G. Average WCF Cost of $5,641 per 737 FTE.
H. Average WCF Cost of $5,641 per 590 FTE.
I. Average WCF Cost of $5,641 per 147 FTE, start date April 2018.
J. G-H-I = J.

XX. Region 7

Business Case

Region 7's low attrition rate (around 4%) will not generate enough attrition to create a sufficient number of vacancies to rebalance and reshape our workforce. In order to avoid the use of more drastic authorities, Region 7 would like to utilize VERA and VSIP to reduce the level of full time employee equivalents.

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Targeting decisions were made by senior managers based on the specific mission needs required to reshape the Region 7 workforce with new skills and competencies. Through attrition gained by VERA and VSIP, we expect fewer higher graded positions and the most complex work (i.e., GS-13 level and above) will be reassigned to remaining higher graded positions in order to concentrate this work into fewer positions. In addition to creating more workforce balance between higher and lower graded positions, our restructuring is expected to introduce enhanced integration of multimedia approaches and advanced technology skills to more efficiently and effectively implement program objectives.

Region 7 will offer a total of 45 VERA/VSIP opportunities up to 168 non-SES positions which are eligible for either a regular retirement or an early retirement. The following occupational series are not the focus for VERA/VSIP in Region 7: SES, GS-510, GS-511, GS-1102, GS-1109, GS-2210 as well as Phased Retirees. Region 7 will not be offering VSIP to employees not currently eligible for regular retirement or an early retirement. As with other federal workforce restructuring authorities, the agency has the ability to reassign employees to minimize the impact of its restructuring efforts.

Region 7 will use these authorities in three focused themes to help transform the workforce:

- Restructure or reduce highly graded supervisory and non-supervisory positions at the GS-13 through GS-15 grade levels, across all divisions and geographic locations within Region 7 to meet our changing mission requirements and move to new models of work. The change in program priorities of the agency and the region has decreased the need for many specialized non-supervisory positions. The work of the non-supervisory positions can be consolidated, eliminated, or redistributed to lower-graded positions.
- Restructure to focus on core business functions in our regional programmatic support positions at the GS-9 through GS-15 grade levels, supervisory and non-supervisory positions, across all divisions within the Kansas and Missouri offices to more efficiently and effectively implement program objectives. Restructuring some of the positions performing these functions could reduce redundancies and promote greater efficiencies.
- Consolidate or reduce administrative or support functions positions at the GS-6 through GS-11 grade levels across all divisions in the Kansas offices to better align with current and projected workload needs. Region 7 may realign administrative support resources and combine functions to capitalize on efficiencies and for enhancing the positions with new skills and competencies. Region 7 will be in a position to pursue additional administrative support consolidation scenarios, or at the very least, will continue to consolidate the administrative support functions into fewer positions.

Region 7's goal is to reduce the overall workforce from 497 permanent employees to 452 permanent employees for FY 2017. VSIP opportunities will be offered to up to 45 employees. The estimate of the total number of employees in Region 7 who are expected to take early retirement is 10.

Specific Region 7 Divisional Plans:

Superfund Division

- 3 Remedial Project Manager positions within 1301 occupational series will be safe positions.
- 1 On Scene Coordinator and 2 Remedial Project Manager (total of 3) positions within 819 occupational series will be safe positions.

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- Maximum offers up to 2 RPMs and 2 OSCs.

Budget Information

Table A – Direct Costs for VERA/VSIP	
45 of Targeted Positions for VSIP x $25,000	$ 1,125,000
Annual Leave Pay Out for 45 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step (GS-12/10) of the targeted pool $45.16 x 240 x 45 of Targeted Positions}	$ 487,728
Total Maximum Direct Costs	$ 1,612,728

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	63,413,538	63,413,538
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	57,451,882	57,451,882
E. Payroll for 45 New Hires	$2,980,823	$5,961,645
F. Payroll Savings for 45 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,980,833	$11
G. Pre-VERA/VSIP Annual WCF Cost	2,400,000	2,400,000
H. Post VERA/VSIP Annual WCF Cost	2,220,000	2,220,000
I. WCF for 45 New Hires	$90,000	$180,000
J. WCF Savings for 45 VERA/VSIP Targeted Positions (J = G – H – I)	$90,000	$0
Projected Savings with VERA/VSIP (F + J)	**$3,070,833**	**$11**

FOOTNOTES:

Table B

A. Based on FY2016 total payroll expense incurred.
B. All V/V payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
C. All V/V leave payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
D. For 2018 and 2019, Pre-V/V annual payroll cost less 45 targeted positions x GS-12 step 10 average salary of $128,644 or [$63,791,000 – (45 x $128,644)].
E. Assumes 45 rehires/restructured positions filled at GS-12 step 10 average salary of $132,481.
F. n/a
G. Based on FY 2016 authority of $2,400,000 rounded up. Assume FY 2018 and 2019 WCF_ authority relatively constant.

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H. Pre-V/V WCF cost of $2,400,000 less 45 targeted positions x average of $4,000/employee or [$2,400,000 - (45 x $4,000)]
I. Assumes 45 rehires/restructured positions at average WCF/employee of $4,000
J. n/a

XXI. Region 8

Business Case

As of May 1, 2017, Region 8 employed 525 full-time, permanent employees. Approximately 97 of our employees are retirement eligible and additional 127 employees are eligible for VERA. This VERA/VSIP proposal targets a total of 64 positions and sets forth a maximum total number of 8 VERA/VSIP offers in the Region 8 duty stations of Denver, CO; Laboratory in Golden, CO; Pierre, South Dakota and Butte, Helena and Libby, MT. The estimated total number of employees who will take early retirement is 6. No employees would be involuntarily separated, downgraded or transferred as a result of this proposal. The maximum number of employees who would be involuntarily reassigned is 34. Any reassignments would be the result of consolidation of units through the reduction in the number of supervisory positions. A small number of reassignments or hires could be needed in future fiscal years to fill positions which are restructured as a result of this proposal.

Reshaping since our last VERA/VSIP has resulted in an increase in GS-12 and below positions; a decrease in GS-13 and above positions; and a significant shift away from support positions. The region's intention is to build on prior reshaping efforts in order to improve our supervisory ratio, consolidate administrative functions, and ensure that higher graded work is consolidated into a limited number of higher graded positions. VERA and/or VSIP will be offered to eligible employees where opportunities exist to achieve these reshaping goals.

Region 8 will use both the VERA/VSIP authorities to make near-term workforce adjustments. The region will offer VERA and/or VSIP to all eligible employees in the following categories:

- All non-supervisory GS-14 and GS-15s except attorneys, public affairs specialists, and toxicologists in order to restructure and consolidate highly graded non-supervisory positions. A maximum of 2 VERA or VSIP offers will be made in this category. Through attrition gained by VERA/VSIP, the region will reassign the most complex work (i.e., GS-14 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. The less complex work will be restructured into lower-graded GS-7/9/11/12/13 positions.
- All supervisory GS-14 and GS-15 supervisory environmental protection specialists in order to restructure supervisory positions. A maximum of 4 VERA or VSIP offers will be made in this category. Offers will only be accepted on a case-by-case basis. Where possible, the region will take the opportunity to consolidate units in order to improve supervisory to staff ratios. If this is not possible, due to staff size or the nature of the work of the unit, the region will restructure these positions to one of the professional series, such as physical scientist or environmental engineer. Offers will not be made in situations where neither unit nor position restructuring is possible.
- All administrative officers and environmental protection assistants in order to consolidate administrative functions. A maximum of 2 VERA or VSIP offers will be made from this category. Work will be reassigned to existing administrative staff or eliminated, as appropriate.

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Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
8 Targeted Positions for VSIP x $25,000	$ 200,000
Annual Leave Pay Out for 8 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool (GS-14/7) x 240 x 8 positions}	$ 121,287
Total Maximum Direct Costs	$ 321,287

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$78,956,715	$78,956,715
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$77,558,164	$77,558,164
E. Payroll for 7 New Hires	$411,271	$822,542
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$987,280	$576,009
G. Pre-VERA/VSIP Annual WCF Cost	$2,817,558	$2,817,558
H. Post VERA/VSIP Annual WCF Cost	$2,788,678	$2,788,094
I. WCF for 7 New Hires	$12,635	$25,270
J. WCF Savings for 7 VERA/VSIP Targeted Positions (J = G – H – I)	$16,245	$4,194
Projected Savings with VERA/VSIP (F + J)	**$1,003,525**	**$580,203**

FOOTNOTES:

Table A

1. Used an average of GS 14/7 for Region 8, locality for Denver, CO. Used the standard 240 hours, with 8 maximum, accepted offers during FY17.

Table B

A. Based on projections done by R8 through pay period 15 and March PHS.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes GS-14/7 annual salary x 32.54% for benefit costs x 8 positions, subtracted from A.

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E. Assumes 7 rehires/restructured positions at GS-12/5 x 32.54% benefits ($117,506) x ½ year for 2018, full-year for 2019
F. A – B – C – D -E
G. Assumes WCF allocation from FY17 enacted budget for Region 8.
H. Assumes $3610 x 8 = $28,880, taken from G for FY18; for FY19, assumes a 2% increase in costs $3683 x 8 = $29,464, taken from G.
I. Assumes 7 re-structured positions WCF at $3610
J. G – H - I

XXII. Region 9

Business Case

For specific organizations and designated positions located in San Francisco, CA, Region 9 will use the VERA/VSIP authorities to decrease the number of supervisory positions, reduce highly-graded non-supervisory positions, and streamline administrative support, STEM and other administrative and program operations by consolidating, reducing and restructuring positions to achieve workforce reductions in the following areas.

VERA & VSIP Categories and Specific Positions

For positions located in San Francisco, CA, the following categories and specific positions are included in Region 9's VERA/VSIP request.

Delayering (increasing supervisor-to-staff ratio): Pending the completion of a regional review of all supervisory positions, we will achieve workforce reductions in the following organizations.

- Office of the Regional Administrator: Reduce and reshape the Public Affairs Office by one Supervisory Public Affairs Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.
- Environmental Management Division: Reduce and reshape the Infrastructure Services Branch by one Supervisory Information Technology Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.

Consolidate or reduce administrative or support functions: To improve administrative support functions through consolidation, we will reduce and reshape positions in the following organizations.

- Office of the Regional Administrator: Reduce and reshape administrative support positions within the Immediate Office by one Administrative Specialist position.
- Water Division: Reduce and reshape the administrative support team by three Environmental Protection Assistant positions including one position at the GS-7 level and two positions at GS-8 level.

Restructure or reduce highly-graded non-supervisory positions: Reduce and reshape highly-graded non-supervisory positions in the following organizations.

- Enforcement Division. Reduce and reshape two non-supervisory Environmental Protection

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Specialist positions including one GS-14 position and one GS-15 position. These positions will be restructured to lower-graded positions aligned to the agency's program priorities.

- Superfund Division. Reduce and restructure one non-supervisory Environmental Scientist (On-Scene Coordinator) position in the Emergency Response Section with promotion potential limited to the GS-13 level.

Restructure to focus on STEM/programmatic priorities: Reduce and reshape STEM and program specialist positions to align with new environmental program priorities in the following organizations.

- Enforcement Division. Reduce and reshape positions to establish a more efficient and effective Federal enforcement and compliance program aligned with the agency's strategic direction across all program job series including:
    - Environmental Protection Specialist positions including one GS-12 and four GS-13 graded positions. The reductions will be used to reassign staff to new program priorities. STEM positions including two Environmental Engineer positions and two Environmental Scientist positions. The reductions will be used to reassign staff to new program priorities.
- Superfund Division. Reduce and reshape positions to establish a more efficient and effective emergency and remedial response programs to meet new program directions including:
    - Restructuring one On-Scene Coordinator position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reduction will allow us to reassign staff to align with program activities. Restructuring one Remedial Project Manager position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reductions will be used to reassign staff to align with program activities.
- Environmental Management Division. Reduce and reshape the environmental management system program within the Infrastructure Branch by one Environmental Scientist, GS-13 position. The reduction will be used to reshape and realign program activities within the region.

Consolidate and streamline functions/activities

- Office of Regional Counsel: Reduce two non-supervisory Attorney-Advisor positions including one position at the GS-14 level and one position at the GS-15 level to realign staffing with program activities.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Post-VERA/VSIP Operations

The VERA/VSIP plan includes a plan to reorganize the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division. Using VERA/VSIP, we have identified two supervisory positions and twenty-two non-supervisory positions across the region. The number of positions scheduled for voluntary separation represents a 3% reduction of the region's workforce. The VERA/VSIP plan identifies the minimum number of positions needed to achieve near term workforce reductions without compromising program commitments.

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Following the conclusion of the VERA/VSIP separations, a reorganization plan to restructure the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division will be finalized for implementation. Additionally, the region will assess the workforce separations and implement streamlining plans to consolidate administrative support services, reduce work in non-priority areas, and reassign personnel, as necessary, to perform agency program objectives.

We anticipate processing the following personnel actions to implement restructuring plans:

- Directed Reassignments to balance supervisor-to-staff ratios among remaining supervisors
- Directed Reassignments to realign position assignments to program priorities
- Details
- Abolish no longer needed supervisory or higher-graded positions

Use of VERA and VSIP

The two programs will be used to gain voluntary separations from positions that have been identified for reshaping to gain program efficiencies in the following workforce areas:

- Improving the supervisor-to-staff ratio in designated organizations;
- Consolidating and restructuring of administrative support positions; and
- Restructuring STEM and non-STEM administrative and program positions to align with the agency's program priorities.

VERA Information

Region 9 employs 736 permanent employees of whom 208 are eligible for VERA.

The FY17 Region 9 workforce reduction plan targets 23 positions, which includes 167 permanent employees of whom 45 are eligible for VERA.

The total number of employees in the agency/organization who are expected to take early retirement is estimated to be 6.

Budget Information

Table A – Direct Costs for VERA/VSIP	
23 of Targeted Positions for VSIP x $25,000	$ 575,000
Annual Leave Pay Out for 23 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 23 of Targeted Positions}	$ 300,271
Total Maximum Direct Costs	$ 875,271

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$113,007,397	$113,007,397

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B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$110,396,289	$110,396,289
E. Payroll for 23 New Hires	$778,895	$1,557,790
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,832,213	$1,053,318
G. Pre-VERA/VSIP Annual WCF Cost	$4,355,646	$4,355,646
H. Post VERA/VSIP Annual WCF Cost	$4,244,096	$4,244,096
I. WCF for 23 New Hires	$55,775	$111,550
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$55,775	$0
Projected Savings with VERA/VSIP (F + J)	**$1,887,988**	**$1,053,318**

A. Assumes payroll allocation from FY17 Enacted budget for Region 9.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Leave payout takes place in FY17 and does not impact FY18 or FY19.
D. Assumes annual payroll costs of average salary of eligible positions, $113,526, x 23 positions = $2,661,108.
E. Assumes hiring 23 GS-09 step 5 positions in San Francisco. Start date: April 2018.
F. A-B-C-D-E.
G. Assumes working capital fund allocation from FY17 Enacted budget for Region 9.
H. Assumes $4,850 WCF per person x 23 positions = $111,550.
I. Assumes $4,850 WCF per person.
J. G-H-I.

XXIII. Region 10

Business Case

Region 10 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts in four areas:

- Restructure to focus on STEM/programmatic priorities;
- Consolidate and streamline functions/activities/reduce the number of programs;
- Restructure or reduce highly-graded supervisory or non-supervisory positions; and
- Consolidate or reduce administrative or support functions.

Region 10 employs 544 non-term employees (including part-time employees). Currently, 118 (22%) of Region 10's workforce is eligible for a Regular Retirement, and 125 (23%) are eligible for an Early Retirement. Region 10 estimates this proposal will achieve greater results and accelerate efficiencies by building on the successful VERA/VSIP processes in FY14 and FY15 in which 53 people (nearly 10% of the workforce) separated. Using a strategic focused approach to identify eligible positions in each Office, the region believes that VERA/VSIP can accelerate its continuing progress on workforce restructuring goals. Region 10 estimates that offering VSIP in conjunction with VERA will increase the region's ability to meet these goals. Region 10 does not plan to offer VSIP to employees not currently

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eligible for Regular Retirement or Early Retirement, as management has determined that approach will not enable the organization to preserve key skill sets and positions supporting mission objectives. The estimate of the total number of employees in Region 10 who are expected to take early retirement is 10.

Absent a VERA/VSIP, Region 10 anticipates no involuntary actions of an adverse nature, although some employees may need to be reassigned. Region 10's implemented of a significant reorganization in 2016 and does not anticipate undertaking additional reorganization following the implementation of this VERA/VSIP proposal. The theme-based paragraphs below convey a sense of how the region would operate with certain positions restructured, eliminated, or reclassified with a different set of programmatic responsibilities and technical skill sets.

All of the region's offers would be made to individuals holding positions targeted for restructuring or elimination. The region would need to undertake a small number of personnel actions (such as reassignments and/or merit promotions) once those accepting offers have departed to fully implement this plan.

Region 10 proposes to extend a maximum of 19 VERA/VSIP offers among incumbents of 44 targeted positions which are eligible for either regular or early retirement. Duty stations are primarily in Seattle, but also in Richland, WA and Portland, OR. These nineteen planned offers fall into four of the six major themes identified by the agency. Assuming the offers are accepted and positions vacated, the region plans to restructure or eliminate these positions as described in the targeted position spreadsheet.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 475,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 224,640
Total Maximum Direct Costs	$ 699,640

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	75,360,000	75,360,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	72,517,928	72,517,928
E. Payroll for # New Hires	1,259,487	2,518,974
F. Payroll Savings for # VERA/VSIP Targeted Positions	1,582,585	323,098

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(F = A – B – C – D - E)		
G. Pre-VERA/VSIP Annual WCF Cost	2,168,900	2,168,900
H. Post VERA/VSIP Annual WCF Cost	2,091,000	2,091,000
I. WCF for # New Hires	34,850	69,700
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	43,050	8,200
Projected Savings with VERA/VSIP (F + J)	**1,625,635**	**331,298**

A. Includes benefits approximated at 35% of salary.
D. FY17 estimated annual payroll (line A) less 19 FTEs average cost.
E. Assumes 17 FTEs external to Region 10 at mid-year in FY18.
G Uses estimate of $4100 per FTE.
H. FY17 estimated WCF (line G) less ($4100*19).
I. Assumes half of WCF costs mid-year in FY18 ($2050*17) and full costs in FY19 ($4100*17).

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Updated: Friday, June 30, 2017

Table A – Direct Costs for VERA/VSIP – FY 2017	
5 Targeted Positions for VSIP x $25,000	$ 125,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **5** Targeted Positions}	$ 73,000
Total Maximum Direct Costs	**$ 198,000**

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 12,221,150	$ 12,221,150
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 11,414,954	$ 11,414,954
E. Payroll for **5** New Hires	$ 174,542	$ 349,085
F. Payroll Savings for **5** VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 631,654	$ 457,111
G. Pre-VERA/VSIP Annual WCF Cost	$ 552,500	$ 552,000
H. Post VERA/VSIP Annual WCF Cost	$ 516,750	$ 516,750
I. WCF for **5** New Hires	$ 17,875	$ 35,750
J. WCF Savings for **5** VERA/VSIP Targeted Positions (J = G – H – I)	$ 17,875	$ 0
Projected Savings with VERA/VSIP (F + J)	**$ 649,529**	**$ 457,111**

Table B – Estimated Savings Assumptions

Line A	Payroll costs are calculated on OITA's workforce salary and benefits as of May 15 plus projected step increases for remainder of FY 2017. (No COLA projected in FY18 though 1.9% in FY19)
Line B	No additional VERA / VSIPs projected
Line C	No additional Leave Payout Cost projected
Line D	Average G14/S5 [Sal & Ben (27%)] for Targeted Positions
Line E	Projected on-boarding April 2018; Average G9/S1 [Sal & Ben (27%)] for New Hires
Line H	Projected FY 2018 WCF FTE costs is $7,150/year; no projected increase to per year cost factor
Line I	Projected on-boarding April 2018

Row Labels	Sum of Grade 1	Sum of Grade 5
ADA,OKLAHOMA		
ORD		
0301-Miscellaneous Administration and Program		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0470-Soil Science		
0819-Environmental Engineering		
0893-Chemical Engineering		
1102-Contracting		
1301-General Physical Science		
1311-Physical Science Technician		
1315-Hydrology		
1316-Hydrologic Technician		
1320-Chemistry		
1350-Geology		
899-Engineering and Architecture Student Trainee		
Region 6		
0028-Environmental Protection Specialist		
ALBANY,NEW YORK		
Region 2		
0819-Environmental Engineering		
1035-Public Affairs		
1301-General Physical Science		
ANN ARBOR,MICHIGAN		**1**
OAR		**1**
0028-Environmental Protection Specialist		
0110-Economist		
0201-Human Resources Management		
0301-Miscellaneous Administration and Program		
0318-Secretary		1
0343-Management and Program Analysis		
0801-General Engineering		
0802-Engineering Technical		
0803-Safety Engineering		
0819-Environmental Engineering		
0830-Mechanical Engineering		
0850-Electrical Engineering		
0854-Computer Engineering		
0893-Chemical Engineering		
0905-General Attorney		
1102-Contracting		
1301-General Physical Science		
1320-Chemistry		
1399-Physical Science Student Trainee		
1550-Computer Science		

Sum of Grade 9	Sum of Grade 12	Sum of Grade 13	Sum of Grade 14	Sum of Grade 15	Sum of SES
			7		**2**
			7		**2**
			1		
			1		
					1
			1		
					1
			1		
			3		
4	**5**	**10**			**3**
4	**5**	**10**			**2**
3		7			1
1	5	3			1

Sum of Other SL	Sum of Total # of Targeted Positions	Sum of Max # of Offers	Sum of Restructure
	9	**9**	**9**
	9	**9**	**9**
	1	1	1
	1	1	1
	1	1	1
	1	1	1
	0	0	0
	1	1	1
	0	0	0
	0	0	0
	1	1	1
	0	0	0
	3	3	3
	0	0	0
	0	0	0
	0	0	0
	0	0	0
	23	**6**	**22**
	22	**5**	**21**
	11	2	11
	1	1	
	10	2	10

Sum of Eliminate
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1640-Facility Operations Services
1801-General Inspection, Investigation, and Compliance
1910-Quality Assurance
2210-Information Technology Management
4714-Model Making
899-Engineering and Architecture Student Trainee
99-General Student Trainee

OCSPP

0401-General Natural Resources Management and Biological Sciences

ORD

1301-General Physical Science

ANNAPOLIS JUNC,MARYLAND

Region 3

0028-Environmental Protection Specialist

ANNAPOLIS,MARYLAND **1**

OAR

0343-Management and Program Analysis

Region 3 **1**

0028-Environmental Protection Specialist
0318-Secretary 1
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0819-Environmental Engineering
1035-Public Affairs
1301-General Physical Science

ARLINGTON,VIRGINIA **3**

OCSPP **2**

0028-Environmental Protection Specialist
0110-Economist
0150-Geography
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant 2
0306-Government Information Specialist
0326-Office Automation Clerical and Assistance
0340-Program Management
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0405-Pharmacology
0408-Ecology
0414-Entomology
0415-Toxicology
0430-Botany
0434-Plant Pathology
0440-Genetics
0471-Agronomy

			1	
			1	
	2	**4**	**4**	
	2	**4**	**4**	
	1	2	2	
			1	
	1	2	1	
2	**64**	**50**	**70**	**1**
			26	
			5	
			2	
			5	
			9	

1	**1**	**1**
1	1	1
0	**0**	**0**
0	**0**	**0**
0	0	0
11	**7**	**7**

11	**7**	**7**
5	2	2
1	1	1
1	2	2
0	0	0
0	0	0
0	0	0
0	0	0
4	2	2
190	**66**	**66**
28		
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0482-Fish Biology
0486-Wildlife Biology
0560-Budget Analysis
0601-General Health Science
0690-Industrial Hygiene
0701-Veterinary Medical Science
0819-Environmental Engineering
0905-General Attorney
1001-General Arts and Information
1301-General Physical Science
1320-Chemistry
1529-Mathematical Statistics
1530-Statistics
2210-Information Technology Management
399-Administration and Office Support Student Trainee
499-Biological Science Student Trainee
99-General Student Trainee
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OITA

0301-Miscellaneous Administration and Program

OLEM **1**

0028-Environmental Protection Specialist
0110-Economist
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0318-Secretary 1
0340-Program Management
0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
0401-General Natural Resources Management and Biological Sciences
0415-Toxicology
0601-General Health Science
0819-Environmental Engineering
0881-Petroleum Engineering
0893-Chemical Engineering
1035-Public Affairs
1301-General Physical Science
1320-Chemistry
1350-Geology
2210-Information Technology Management

ORD

0028-Environmental Protection Specialist
0110-Economist
0150-Geography
0301-Miscellaneous Administration and Program
0340-Program Management
0341-Administrative Officer

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			1	
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2	**63**	**41**	**33**	**1**
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	5	1	2	
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	5	1	1	
	7	9	4	
		1		
	2			
	2	2	1	
		9	**11**	
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		1		

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2		
141	**46**	**46**
44	9	9
3	2	2
3	2	2
2	2	2
1	1	1
1	1	1
40	11	11
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3	1	1
8	2	2
1	1	1
7	2	2
0		
20	7	7
1	1	1
2	1	1
5	3	3
20	**20**	**20**
0	0	0
1	1	1
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1	1	1
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0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0415-Toxicology
0601-General Health Science
0819-Environmental Engineering
1035-Public Affairs
1301-General Physical Science
1315-Hydrology
1529-Mathematical Statistics
1530-Statistics
2210-Information Technology Management

OW

0028-Environmental Protection Specialist

ATHENS,GEORGIA

OCSPP

0028-Environmental Protection Specialist
0401-General Natural Resources Management and Biological Sciences

ORD

0018-Safety and Occupational Health Management
0340-Program Management
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0408-Ecology
0415-Toxicology
0560-Budget Analysis
0819-Environmental Engineering
0854-Computer Engineering
1301-General Physical Science
1315-Hydrology
1320-Chemistry
1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management

Region 4

0018-Safety and Occupational Health Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0318-Secretary
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0415-Toxicology
0819-Environmental Engineering
1301-General Physical Science
1311-Physical Science Technician

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1	**10**	**4**	**2**

1	**8**	**2**	**2**
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1320-Chemistry		
2210-Information Technology Management		
ATLANTA,GEORGIA	**0**	**1**
OEI	**0**	**0**
2210-Information Technology Management	0	0
ORD		
0301-Miscellaneous Administration and Program		
0819-Environmental Engineering		
Region 4		**1**
0028-Environmental Protection Specialist		
0029-Environmental Protection Assistant		
0080-Security Administration		
0150-Geography		
0201-Human Resources Management		
0260-Equal Employment Opportunity		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant		1
0306-Government Information Specialist		
0308-Records Management		
0318-Secretary		
0326-Office Automation Clerical and Assistance		
0335-Computer Clerk and Assistant		
0340-Program Management		
0341-Administrative Officer		
0342-Support Services Administration		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0415-Toxicology		
0501-Financial Administration and Program		
0505-Financial Management		
0510-Accounting		
0560-Budget Analysis		
0601-General Health Science		
0690-Industrial Hygiene		
0801-General Engineering		
0819-Environmental Engineering		
0840-Nuclear Engineering		
0905-General Attorney		
0950-Paralegal Specialist		
0986-Legal Assistance		
1001-General Arts and Information		
1035-Public Affairs		
1071-Audiovisual Production		
1084-Visual Information		
1101-General Business and Industry		
1102-Contracting		

2	**3**	**12**	**3.5**	**3.5**	**0**
0	**0**	**0**	**0**	**0**	**0**
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1106-Procurement Clerical and Technician		
1109-Grants Management		
1160-Financial Analysis		
1301-General Physical Science		
1315-Hydrology		
1320-Chemistry		
1350-Geology		
1810-General Investigating		
2210-Information Technology Management		
3502-Laboring		
499-Biological Science Student Trainee		
5703-Motor Vehicle Operating		
AUTAUGA,ALABAMA		
OAR		
1320-Chemistry		
BAY ST LOUIS,MISSISSIPPI		
Region 4		
0028-Environmental Protection Specialist		
0340-Program Management		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
1301-General Physical Science		
BLUEMONT,VIRGINIA		
Region 3		
0819-Environmental Engineering		
BOSTON,MASSACHUSETTS	**1**	**7**
OEI	**0**	**0**
2210-Information Technology Management	0	0
OLEM		
0028-Environmental Protection Specialist		
0819-Environmental Engineering		
ORD		
0028-Environmental Protection Specialist		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
1301-General Physical Science		
Region 1	**1**	**7**
0018-Safety and Occupational Health Management		
0028-Environmental Protection Specialist		
0029-Environmental Protection Assistant		4
0080-Security Administration		
0201-Human Resources Management		
0260-Equal Employment Opportunity		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant	1	1
0304-Information Receptionist		1

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1	**10**	**63**	**11**	**10**	**0**
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1	**10**	**63**	**10**	**9**	
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	0	0	0
0	**103**	**35**	**24**
0	**0**	**0**	**0**
0	0	0	0
	1	**1**	**1**
	1	1	1
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	1	**1**	**1**
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	101	**33**	**22**
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0306-Government Information Specialist		
0318-Secretary		
0326-Office Automation Clerical and Assistance		
0340-Program Management		
0342-Support Services Administration		
0343-Management and Program Analysis		
0344-Management and Program Clerical and Assistance		1
0401-General Natural Resources Management and Biological Sciences		
0501-Financial Administration and Program		
0510-Accounting		
0525-Accounting Technician		
0560-Budget Analysis		
0819-Environmental Engineering		
0905-General Attorney		
0950-Paralegal Specialist		
1035-Public Affairs		
1101-General Business and Industry		
1102-Contracting		
1109-Grants Management		
1160-Financial Analysis		
1301-General Physical Science		
1306-Health Physics		
1315-Hydrology		
1350-Geology		
1399-Physical Science Student Trainee		
1810-General Investigating		
2210-Information Technology Management		
399-Administration and Office Support Student Trainee		
499-Biological Science Student Trainee		
899-Engineering and Architecture Student Trainee		
99-General Student Trainee		
BUFFALO,NEW YORK		
Region 2		
1035-Public Affairs		
1301-General Physical Science		
BUTTE,MONTANA		
Region 8		
1301-General Physical Science		
CARTERVILLE, ILLINOIS	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0
CHAPEL HILL,NORTH CAROLI		
ORD		
0318-Secretary		
0341-Administrative Officer		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		

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	4	24	2		
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	2	1	1
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	30	7	6
	8	3	3
	13	2	1
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	8	3	3
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0404-Biological Science Technician		
0601-General Health Science		
0602-Medical Officer		
0610-Nurse		
1301-General Physical Science		
1320-Chemistry		
1530-Statistics		
2210-Information Technology Management		
CHARLESTON,WEST VIRGINIA		
Region 3		
0301-Miscellaneous Administration and Program		
0905-General Attorney		
CHARLOTTE,NORTH CAROLINA		
Region 4		
0819-Environmental Engineering		
CHICAGO HTS, ILLINOIS	**0**	**0**
Region 5	**0**	**0**
0401-General Natural Resources Management and Biological Sciences	0	0
CHICAGO, ILLINOIS	**0**	**8**
Region 5	**0**	**8**
0018-Safety and Occupational Health Management	0	0
0020-Community Planning	0	0
0028-Environmental Protection Specialist	0	0
0080-Security Administration	0	0
0201-Human Resources Management	0	0
0260-Equal Employment Opportunity	0	0
0301-Miscellaneous Administration and Program	0	0
0303-Miscellaneous Clerk and Assistant	0	7
0305-Mail and File	0	0
0306-Government Information Specialist	0	0
0308-Records Management	0	0
0318-Secretary	0	0
0326-Office Automation Clerical and Assistance	0	0
0335-Computer Clerk and Assistant	0	0
0340-Program Management	0	0
0341-Administrative Officer	0	0
0343-Management and Program Analysis	0	0
0344-Management and Program Clerical and Assistance	0	1
0401-General Natural Resources Management and Biological Sciences	0	0
0403-Microbiology	0	0
0408-Ecology	0	0
0415-Toxicology	0	0
0471-Agronomy	0	0
0501-Financial Administration and Program	0	0
0505-Financial Management	0	0
0510-Accounting	0	0
0560-Budget Analysis	0	0

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0	**0**	**0**	**0**	**0**	**0**
0	0	0	0	0	0
3	**54**	**55**	**52**	**8**	**0**
3	**54**	**55**	**52**	**8**	**0**
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0	**0**	**0**	**0**
0	**0**	**0**	**0**
0	0	0	0
0	**181**	**78**	**70**
0	**181**	**78**	**70**
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0	0	0	0
0	68	30	29
0	0	0	0
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0	1	1	0
0	0	0	0
0	0	0	0
0	7	5	4
0	1	1	1
0	3	2	2
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0	1	1	1
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0	0	0	0
0	0	0	0
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0	3	1	1
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0601-General Health Science	0	0
0819-Environmental Engineering	0	0
0890-Agricultural Engineering	0	0
0893-Chemical Engineering	0	0
0905-General Attorney	0	0
0950-Paralegal Specialist	0	0
0986-Legal Assistance	0	0
1035-Public Affairs	0	0
1060-Photographer	0	0
1082-Writing and Editing	0	0
1084-Visual Information	0	0
1101-General Business and Industry	0	0
1102-Contracting	0	0
1106-Procurement Clerical and Technician	0	0
1109-Grants Management	0	0
1160-Financial Analysis	0	0
1301-General Physical Science	0	0
1306-Health Physics	0	0
1315-Hydrology	0	0
1320-Chemistry	0	0
1340-Meteorology	0	0
1350-Geology	0	0
1399-Physical Science Student Trainee	0	0
1530-Statistics	0	0
1702-Education and Training Technician	0	0
1750-Instructional Systems	0	0
1810-General Investigating	0	0
2001-General Supply	0	0
2210-Information Technology Management	0	0
399-Administration and Office Support Student	0	0
599-Financial Management Student Trainee	0	0
899-Engineering and Architecture Student Trainee	0	0
999-Legal Occupations Student Trainee	0	0
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CHICAGO,ILLINOIS		
OCSPP		
0028-Environmental Protection Specialist		
ORD		
1301-General Physical Science		
CINCINATTI, OHIO	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0
Cincinnati, OH	**0**	**0**
AO	**0**	**0**
0260-Equal Employment Opportunity	0	0
CINCINNATI,OHIO	**0**	**0**
OARM		

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0318-Secretary		
0343-Management and Program Analysis		
1654-Printing Services		
OEI	**0**	**0**
0343-Management and Program Analysis	0	0
OLEM		
0028-Environmental Protection Specialist		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
1301-General Physical Science		
1306-Health Physics		
ORD		
0018-Safety and Occupational Health Management		
0028-Environmental Protection Specialist		
0080-Security Administration		
0110-Economist		
0301-Miscellaneous Administration and Program		
0308-Records Management		
0318-Secretary		
0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		
0404-Biological Science Technician		
0408-Ecology		
0415-Toxicology		
0440-Genetics		
0470-Soil Science		
0560-Budget Analysis		
0601-General Health Science		
0690-Industrial Hygiene		
0801-General Engineering		
0802-Engineering Technical		
0819-Environmental Engineering		
0830-Mechanical Engineering		
0854-Computer Engineering		
0893-Chemical Engineering		
1035-Public Affairs		
1301-General Physical Science		
1306-Health Physics		
1311-Physical Science Technician		
1315-Hydrology		
1320-Chemistry		
1515-Operations Research		
1529-Mathematical Statistics		
1530-Statistics		

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2210-Information Technology Management		
499-Biological Science Student Trainee		
899-Engineering and Architecture Student Trainee		
CINCINNATI,OHIO		
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0028-Environmental Protection Specialist		
0318-Secretary		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0601-General Health Science		
0819-Environmental Engineering		
1301-General Physical Science		
1320-Chemistry		
1350-Geology		
CLEVELAND, OHIO	**0**	**0**
Region 5	**0**	**0**
0028-Environmental Protection Specialist	0	0
COLUMBUS,KANSAS		
Region 7		
0401-General Natural Resources Management and Biological Sciences		
CORVALLIS,OREGON		
ORD		
0018-Safety and Occupational Health Management		
0028-Environmental Protection Specialist		
0110-Economist		
0301-Miscellaneous Administration and Program		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0435-Plant Physiology		
0470-Soil Science		
0482-Fish Biology		
0501-Financial Administration and Program		
1301-General Physical Science		
1320-Chemistry		
1530-Statistics		
1550-Computer Science		
1640-Facility Operations Services		
2210-Information Technology Management		
499-Biological Science Student Trainee		
CRAWFORDVILLE,FLORIDA		
Region 4		
0401-General Natural Resources Management and Biological Sciences		
DALLAS,TEXAS		**6**
OAR		
1301-General Physical Science		
OCSPP		

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4	**26**	**70**	**60**	**30**	

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0028-Environmental Protection Specialist		
ORD		
1301-General Physical Science		
Region 6		**6**
0018-Safety and Occupational Health Management		0
0028-Environmental Protection Specialist		0
0029-Environmental Protection Assistant		1
0080-Security Administration		0
0201-Human Resources Management		0
0260-Equal Employment Opportunity		0
0301-Miscellaneous Administration and Program		0
0306-Government Information Specialist		0
0308-Records Management		0
0318-Secretary		4
0326-Office Automation Clerical and Assistance		0
0340-Program Management		0
0341-Administrative Officer		0
0342-Support Services Administration		0
0343-Management and Program Analysis		0
0344-Management and Program Clerical and Assistance		0
0391-Telecommunications		0
0401-General Natural Resources Management and Biological Sciences		0
0415-Toxicology		0
0501-Financial Administration and Program		0
0505-Financial Management		0
0510-Accounting		0
0560-Budget Analysis		0
0819-Environmental Engineering		0
0905-General Attorney		0
0950-Paralegal Specialist		0
0986-Legal Assistance		1
1001-General Arts and Information		0
1035-Public Affairs		0
1102-Contracting		0
1109-Grants Management		0
1160-Financial Analysis		0
1301-General Physical Science		0
1306-Health Physics		0
1350-Geology		0
2210-Information Technology Management		0
DENVER,COLORADO	**0**	**1**
OEI	**0**	**0**
2210-Information Technology Management	0	0
ORD		
0301-Miscellaneous Administration and Program		
0343-Management and Program Analysis		
0601-General Health Science		

4	**26**	**70**	**60**	**30**	
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1301-General Physical Science		
Region 8		**1**
0028-Environmental Protection Specialist		
0029-Environmental Protection Assistant		1
0080-Security Administration		
0201-Human Resources Management		
0260-Equal Employment Opportunity		
0301-Miscellaneous Administration and Program		
0306-Government Information Specialist		
0308-Records Management		
0318-Secretary		
0326-Office Automation Clerical and Assistance		
0340-Program Management		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		
0415-Toxicology		
0501-Financial Administration and Program		
0503-Financial Clerical and Assistance		
0510-Accounting		
0601-General Health Science		
0690-Industrial Hygiene		
0819-Environmental Engineering		
0905-General Attorney		
0950-Paralegal Specialist		
0986-Legal Assistance		
1035-Public Affairs		
1101-General Business and Industry		
1102-Contracting		
1109-Grants Management		
1160-Financial Analysis		
1301-General Physical Science		
1320-Chemistry		
1350-Geology		
1530-Statistics		
1640-Facility Operations Services		
2005-Supply Clerical and Technician		
2210-Information Technology Management		
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DES MOINES,IOWA		
Region 7		
0819-Environmental Engineering		
DETROIT, MICHIGAN	**0**	**0**
Region 5	**0**	**0**
0415-Toxicology	0	0
1301-General Physical Science	0	0
DRAKESVILLE,IOWA		

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OCSPP		
1320-Chemistry		
DULUTH,MINNESOTA		
ORD		
0341-Administrative Officer		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0404-Biological Science Technician		
0408-Ecology		
0415-Toxicology		
0690-Industrial Hygiene		
1301-General Physical Science		
1320-Chemistry		
1640-Facility Operations Services		
2210-Information Technology Management		
Durham, NC	**0**	**0**
AO	**0**	**0**
0260-Equal Employment Opportunity	0	0
DURHAM,NORTH CAROLINA	**0**	**0**
OAR		
0028-Environmental Protection Specialist		
0110-Economist		
0301-Miscellaneous Administration and Program		
0306-Government Information Specialist		
0340-Program Management		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0501-Financial Administration and Program		
0560-Budget Analysis		
0601-General Health Science		
0819-Environmental Engineering		
0893-Chemical Engineering		
1035-Public Affairs		
1101-General Business and Industry		
1301-General Physical Science		
1530-Statistics		
2210-Information Technology Management		
OARM		
0201-Human Resources Management		
0801-General Engineering		
OCSPP		
0560-Budget Analysis		
1320-Chemistry		
OEI	**0**	**0**
0301-Miscellaneous Administration and Program	0	0
0340-Program Management	0	0

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0343-Management and Program Analysis	0	0
0501-Financial Administration and Program	0	0
0510-Accounting	0	0
1101-General Business and Industry	0	0
1301-General Physical Science	0	0
2210-Information Technology Management	0	0

ORD

0028-Environmental Protection Specialist
0101-Social Science
0150-Geography
0180-Psychology
0184-Sociology
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0318-Secretary
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0408-Ecology
0413-Physiology
0415-Toxicology
0560-Budget Analysis
0601-General Health Science
0602-Medical Officer
0690-Industrial Hygiene
0801-General Engineering
0802-Engineering Technical
0819-Environmental Engineering
0830-Mechanical Engineering
0856-Electronics Technical
0858-Bioengineering and Biomedical Engineering
0893-Chemical Engineering
1035-Public Affairs
1101-General Business and Industry
1102-Contracting
1301-General Physical Science
1306-Health Physics
1311-Physical Science Technician
1315-Hydrology
1320-Chemistry
1350-Geology
1399-Physical Science Student Trainee
1412-Technical Information Services
1529-Mathematical Statistics

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1530-Statistics
1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management
399-Administration and Office Support Student Trainee
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Region 4

0028-Environmental Protection Specialist

EDISON,NEW JERSEY

OLEM

0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
1301-General Physical Science
1320-Chemistry

ORD

0028-Environmental Protection Specialist
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0601-General Health Science
0819-Environmental Engineering
0893-Chemical Engineering
1301-General Physical Science

Region 2

0028-Environmental Protection Specialist
0303-Miscellaneous Clerk and Assistant
0318-Secretary
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0690-Industrial Hygiene
0801-General Engineering
0819-Environmental Engineering
0830-Mechanical Engineering
1301-General Physical Science
1320-Chemistry
1350-Geology

EL PASO,TEXAS

Region 6

0028-Environmental Protection Specialist
0318-Secretary
0819-Environmental Engineering
1301-General Physical Science

ELMHURST, ILLINOIS	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0

FENTON,MISSOURI

Region 7

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32	**3**	**3**
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17	3	3
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3	**3**	**3**
3	**3**	**3**
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0028-Environmental Protection Specialist		
1301-General Physical Science		
FLINT, MICHIGAN	**0**	**0**
Region 5	**0**	**0**
1035-Public Affairs	0	0
FORT MEADE,MARYLAND		
OCSPP		
0028-Environmental Protection Specialist		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		
1320-Chemistry		
Region 3		
0018-Safety and Occupational Health Management		
0301-Miscellaneous Administration and Program		
0342-Support Services Administration		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
0905-General Attorney		
1301-General Physical Science		
1320-Chemistry		
1399-Physical Science Student Trainee		
2210-Information Technology Management		
FRANKFURT,GERMANY		
OLEM		
1301-General Physical Science		
GAINESVILLE,FLORIDA		
OCSPP		
0028-Environmental Protection Specialist		
GOLDEN,COLORADO		
Region 8		
0301-Miscellaneous Administration and Program		
0401-General Natural Resources Management and Biological Sciences		
1301-General Physical Science		
1320-Chemistry		
2210-Information Technology Management		
GREEN BAY, WISCONSIN	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0
GROSSE ILE,MICHIGAN		
ORD		
0819-Environmental Engineering		
GROSSE ISLE, MICHIGAN	**0**	**0**
Region 5	**0**	**0**
0303-Miscellaneous Clerk and Assistant	0	0
0401-General Natural Resources Management and Biological Sciences	0	0
1301-General Physical Science	0	0

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1670-Equipment Services 0 0

GUAYNABO,PUERTO RICO

Region 2

0318-Secretary
0401-General Natural Resources Management and Biological Sciences
0510-Accounting
0819-Environmental Engineering
0905-General Attorney
1035-Public Affairs
1301-General Physical Science
1350-Geology
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GULF BREEZE,FLORIDA

OCSPP

1529-Mathematical Statistics

ORD

0101-Social Science
0150-Geography
0301-Miscellaneous Administration and Program
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0408-Ecology
0415-Toxicology
0560-Budget Analysis
0690-Industrial Hygiene
1102-Contracting
1301-General Physical Science
1320-Chemistry
1601-Equipment, Facilities, and Services
1640-Facility Operations Services
2001-General Supply
2210-Information Technology Management

GULF,FLORIDA

ORD

0401-General Natural Resources Management and Biological Sciences

GULFPORT,MISSISSIPPI

Region 4

0819-Environmental Engineering
1301-General Physical Science

HAMPTON,VIRGINIA

ORD

0819-Environmental Engineering

HELENA,MONTANA

Region 8

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0028-Environmental Protection Specialist		
0301-Miscellaneous Administration and Program		
0341-Administrative Officer		
0401-General Natural Resources Management and Biological Sciences		
0501-Financial Administration and Program		
0819-Environmental Engineering		
0905-General Attorney		
1035-Public Affairs		
1301-General Physical Science		
1315-Hydrology		
2210-Information Technology Management		
HERNDON,VIRGINIA		
Region 3		
0905-General Attorney		
HOUSTON,TEXAS		**1**
Region 6		**1**
0028-Environmental Protection Specialist		
0343-Management and Program Analysis		
0344-Management and Program Clerical and Assistance		1
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
0905-General Attorney		
1035-Public Affairs		
1301-General Physical Science		
1320-Chemistry		
1399-Physical Science Student Trainee		
INDIANAPOLIS, INDIANA	**0**	**0**
Region 5	**0**	**0**
0401-General Natural Resources Management and Biological Sciences	0	0
1301-General Physical Science	0	0
JACKSON,MISSISSIPPI		
Region 4		
0819-Environmental Engineering		
JACKSON,TENNESSEE		
Region 4		
0819-Environmental Engineering		
JACKSONVILLE,FLORIDA		
Region 4		
1301-General Physical Science		
KANSAS CITY,KANSAS		
Region 7		
0028-Environmental Protection Specialist		
0318-Secretary		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0690-Industrial Hygiene		
0819-Environmental Engineering		

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1301-General Physical Science		
1320-Chemistry		
1399-Physical Science Student Trainee		
2210-Information Technology Management		
KANSAS CITY,MISSOURI		
Region 7		
0343-Management and Program Analysis		
0819-Environmental Engineering		
1301-General Physical Science		
LAKEWOOD,COLORADO		
ORD		
0343-Management and Program Analysis		
Las Vegas, NV	**0**	**0**
AO	**0**	**0**
0260-Equal Employment Opportunity	0	0
LAS VEGAS,NEVADA	**0**	**1**
OAR		**1**
0028-Environmental Protection Specialist		
0303-Miscellaneous Clerk and Assistant		1
0343-Management and Program Analysis		
0690-Industrial Hygiene		
0819-Environmental Engineering		
1102-Contracting		
1301-General Physical Science		
1306-Health Physics		
2210-Information Technology Management		
OEI	**0**	**0**
2210-Information Technology Management	0	0
OLEM		
0343-Management and Program Analysis		
0690-Industrial Hygiene		
0819-Environmental Engineering		
1301-General Physical Science		
1320-Chemistry		
ORD		
0028-Environmental Protection Specialist		
0301-Miscellaneous Administration and Program		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0560-Budget Analysis		
0690-Industrial Hygiene		
1102-Contracting		
1301-General Physical Science		
1311-Physical Science Technician		
1320-Chemistry		
1530-Statistics		

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1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management

LENEXA,KANSAS **2**

OLEM
0801-General Engineering
1301-General Physical Science

ORD
1301-General Physical Science

Region 7 **2**
0020-Community Planning
0028-Environmental Protection Specialist
0080-Security Administration
0201-Human Resources Management
0260-Equal Employment Opportunity
0301-Miscellaneous Administration and Program
0306-Government Information Specialist
0308-Records Management
0318-Secretary
0326-Office Automation Clerical and Assistance
0340-Program Management
0342-Support Services Administration
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0415-Toxicology
0501-Financial Administration and Program
0503-Financial Clerical and Assistance 1
0505-Financial Management
0510-Accounting
0511-Auditing
0560-Budget Analysis
0690-Industrial Hygiene
0801-General Engineering
0808-Architecture
0819-Environmental Engineering
0840-Nuclear Engineering
0905-General Attorney
0950-Paralegal Specialist
1035-Public Affairs
1084-Visual Information
1101-General Business and Industry
1102-Contracting
1109-Grants Management
1160-Financial Analysis
1301-General Physical Science
1340-Meteorology

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7	**14**	**70**	**27**	**26**
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7	**14**	**70**	**25**	**26**
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1350-Geology		
1410-Librarian		
2001-General Supply		
2005-Supply Clerical and Technician		1
2210-Information Technology Management		
399-Administration and Office Support Student Trainee		
899-Engineering and Architecture Student Trainee		
99-General Student Trainee		
LIBBY,MONTANA		
Region 8		
0819-Environmental Engineering		
Los Angeles, CA	**0**	**0**
AO	**0**	**0**
0343-Management and Program Analysis	0	0
LOS ANGELES,CALIFORNIA		
ORD		
0819-Environmental Engineering		
1301-General Physical Science		
1315-Hydrology		
LOUISVILLE,KENTUCKY		
Region 4		
0819-Environmental Engineering		
MADISON, WISCONSIN	**0**	**0**
Region 5	**0**	**0**
0401-General Natural Resources Management and Biological Sciences	0	0
MINNEAPOLIS, MINNESOTA	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0
MOBILE,ALABAMA		
Region 4		
0401-General Natural Resources Management and Biological Sciences		
MONTCLAIR,NEW JERSEY		
OW		
0028-Environmental Protection Specialist		
MONTGOMERY,ALABAMA		
OAR		
0318-Secretary		
0690-Industrial Hygiene		
1102-Contracting		
1301-General Physical Science		
1306-Health Physics		
1320-Chemistry		
1529-Mathematical Statistics		
1640-Facility Operations Services		
2210-Information Technology Management		
NARRAGANSETT,RHODE ISLAN		
ORD		

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0110-Economist		
0301-Miscellaneous Administration and Program		
0341-Administrative Officer		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0404-Biological Science Technician		
0408-Ecology		
0560-Budget Analysis		
0690-Industrial Hygiene		
1087-Editorial Assistance		
1102-Contracting		
1301-General Physical Science		
1311-Physical Science Technician		
1320-Chemistry		
1360-Oceanography		
1550-Computer Science		
1640-Facility Operations Services		
2210-Information Technology Management		
NEW YORK, NEW YORK	**1**	**8**
OCSPP		
1320-Chemistry		
OEI	**0**	**0**
2210-Information Technology Management	0	0
ORD		
1301-General Physical Science		
Region 2	**1**	**8**
0028-Environmental Protection Specialist		
0201-Human Resources Management		
0260-Equal Employment Opportunity		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant		7
0306-Government Information Specialist		
0308-Records Management		
0318-Secretary		1
0326-Office Automation Clerical and Assistance	1	
0340-Program Management		
0341-Administrative Officer		
0342-Support Services Administration		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0415-Toxicology		
0501-Financial Administration and Program		
0505-Financial Management		
0510-Accounting		
0525-Accounting Technician		
0560-Budget Analysis		
0801-General Engineering		

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0808-Architecture
0819-Environmental Engineering
0901-General Legal and Kindred Administration
0905-General Attorney
0950-Paralegal Specialist
0963-Legal Instruments Examining
1035-Public Affairs
1102-Contracting
1109-Grants Management
1160-Financial Analysis
1301-General Physical Science
1306-Health Physics
1315-Hydrology
1320-Chemistry
1350-Geology
1550-Computer Science
1810-General Investigating
2210-Information Technology Management

NEWPORT,OREGON

ORD

0150-Geography
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0482-Fish Biology
1301-General Physical Science
1360-Oceanography

NORTH CHELMSFORD,MASSACH

Region 1

0018-Safety and Occupational Health Management
0028-Environmental Protection Specialist
0318-Secretary
0340-Program Management
0342-Support Services Administration
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
1301-General Physical Science
1320-Chemistry
1399-Physical Science Student Trainee
2210-Information Technology Management
899-Engineering and Architecture Student Trainee

NORWOOD,OHIO

ORD

0301-Miscellaneous Administration and Program

Region 7

0560-Budget Analysis

OAKLAND,CALIFORNIA

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11	**3**	**3**
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PHILADELPHIA,PENNSYLVANI	**11**
ORD	
0819-Environmental Engineering	
Region 3	**11**
0018-Safety and Occupational Health Management	
0028-Environmental Protection Specialist	
0029-Environmental Protection Assistant	1
0201-Human Resources Management	
0260-Equal Employment Opportunity	
0301-Miscellaneous Administration and Program	
0303-Miscellaneous Clerk and Assistant	1
0306-Government Information Specialist	
0308-Records Management	
0318-Secretary	7
0326-Office Automation Clerical and Assistance	1
0340-Program Management	
0342-Support Services Administration	
0343-Management and Program Analysis	
0350-Equipment Operator	1
0401-General Natural Resources Management and Biological Sciences	
0408-Ecology	
0414-Entomology	
0415-Toxicology	
0457-Soil Conservation	
0501-Financial Administration and Program	
0505-Financial Management	
0510-Accounting	
0525-Accounting Technician	
0560-Budget Analysis	
0819-Environmental Engineering	
0893-Chemical Engineering	
0905-General Attorney	
0950-Paralegal Specialist	
1035-Public Affairs	
1101-General Business and Industry	
1102-Contracting	
1109-Grants Management	
1160-Financial Analysis	
1301-General Physical Science	
1306-Health Physics	
1315-Hydrology	
1340-Meteorology	
1350-Geology	
1399-Physical Science Student Trainee	
1810-General Investigating	

22	**36**	**172**	**73**	**58**	**0**
22	**36**	**172**	**73**	**58**	**0**
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2210-Information Technology Management		
2299-Information Technology Student Trainee		
299-Human Resources Management Student Trainee		
499-Biological Science Student Trainee		
899-Engineering and Architecture Student Trainee		
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PHILADELPHIA,PENNSYLVANIA	**0**	**0**
OEI	**0**	**0**
2210-Information Technology Management	0	0
PIERRE,SOUTH DAKOTA		
Region 8		
0819-Environmental Engineering		
PORTLAND,OR		
Region 10		
0028-Environmental Protection Specialist		
RICHLAND,WA		
Region 10		
1301-General Physical Science		
RICHMOND,VIRGINIA		
Region 3		
1301-General Physical Science		
SAN DIEGO,CALIFORNIA		
OAR		
0301-Miscellaneous Administration and Program		
SAN FRANCISCO,CALIFORNIA		**4**
OCSPP		
0028-Environmental Protection Specialist		
0401-General Natural Resources Management and Biological Sciences		
ORD		
0819-Environmental Engineering		
Region 9		**4**
0018-Safety and Occupational Health Management		
0028-Environmental Protection Specialist		
0029-Environmental Protection Assistant		3
0080-Security Administration		
0150-Geography		
0201-Human Resources Management		
0260-Equal Employment Opportunity		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant		
0306-Government Information Specialist		
0308-Records Management		
0318-Secretary		1
0340-Program Management		
0341-Administrative Officer		
0342-Support Services Administration		
0343-Management and Program Analysis		

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0391-Telecommunications		
0401-General Natural Resources Management and Biological Sciences		
0415-Toxicology		
0501-Financial Administration and Program		
0505-Financial Management		
0510-Accounting		
0560-Budget Analysis		
0561-Budget Clerical and Assistance		
0690-Industrial Hygiene		
0819-Environmental Engineering		
0893-Chemical Engineering		
0905-General Attorney		
1035-Public Affairs		
1071-Audiovisual Production		
1082-Writing and Editing		
1101-General Business and Industry		
1102-Contracting		
1109-Grants Management		
1301-General Physical Science		
1320-Chemistry		
1370-Cartography		
1410-Librarian		
1810-General Investigating		
2210-Information Technology Management		
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SANTURCE,PUERTO RICO		
OCSPP		
1320-Chemistry		
SEATTLE,WA		**1**
Region 10		**1**
0028-Environmental Protection Specialist		
0029-Environmental Protection Assistant		1
0408-Ecology		
0415-Toxicology		
0503-Financial Clerical and Assistance		
SEATTLE,WASHINGTON	**0**	**0**
OEI	**0**	**0**
2210-Information Technology Management	0	0
ORD		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0415-Toxicology		
SHALIMAR,FLORIDA		
Region 7		
0510-Accounting		
SILVER SPRING,MARYLAND		
ORD		

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	76	**17.5**	**15.5**
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0414-Entomology		
ST PAUL, MINNESOTA	**0**	**0**
Region 5	**0**	**0**
1301-General Physical Science	0	0
ST PAUL,MINNESOTA		
ORD		
1301-General Physical Science		
ST PETERSBURG,FLORIDA		
ORD		
0408-Ecology		
ST THOMAS,VIRGIN ISLANDS		
Region 2		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
STAMFORD,CONNECTICUT		
Region 2		
1301-General Physical Science		
TITUSVILLE,PENNSYLVANIA		
Region 3		
1301-General Physical Science		
TRAVERSE CITY, MICHIGAN	**0**	**0**
Region 5	**0**	**0**
0028-Environmental Protection Specialist	0	0
0819-Environmental Engineering	0	0
Various Locations	**0**	**13**
OCFO	**0**	**8**
0303-Miscellaneous Clerk and Assistant	0	1
0318-Secretary	0	3
0343-Management and Program Analysis	0	0
0501-Financial Administration and Program	0	2
0503-Financial Clerical and Assistance	0	2
0510-Accounting	0	0
OECA		**5**
0028-Environmental Protection Specialist		
0301-Miscellaneous Administration and Program		
0306-Government Information Specialist		
0308-Records Management		
0318-Secretary		
0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		3
0344-Management and Program Clerical and Assistance		1
0401-General Natural Resources Management and Biological Sciences		
0415-Toxicology		
0560-Budget Analysis		
0819-Environmental Engineering		
0830-Mechanical Engineering		

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0893-Chemical Engineering		
0905-General Attorney		
0950-Paralegal Specialist		
0986-Legal Assistance		1
1001-General Arts and Information		
1035-Public Affairs		
1083-Technical Writing and Editing		
1160-Financial Analysis		
1301-General Physical Science		
1311-Physical Science Technician		
1320-Chemistry		
1350-Geology		
1412-Technical Information Services		
1529-Mathematical Statistics		
1530-Statistics		
1601-Equipment, Facilities, and Services		
1801-General Inspection, Investigation, and Compliance		
2210-Information Technology Management		
WASHINGTON NAVY YARD,DC		
OAR		
1301-General Physical Science		
WASHINGTON,DC	**2**	**10**
AO	**1**	**3**
0028-Environmental Protection Specialist	0	0
0110-Economist	0	0
0132-Intelligence Operations Specialist	0	0
0260-Equal Employment Opportunity	0	0
0301-Miscellaneous Administration and Program	0	0
0303-Miscellaneous Clerk and Assistant	0	1
0326-Office Automation Clerical and Assistance	1	2
0343-Management and Program Analysis	0	0
0401-General Natural Resources Management and Biological Sciences	0	0
0560-Budget Analysis	0	0
0819-Environmental Engineering	0	0
0905-General Attorney	0	0
1001-General Arts and Information	0	0
1035-Public Affairs	0	0
1060-Photographer	0	0
1084-Visual Information	0	0
1301-General Physical Science	0	0
2210-Information Technology Management	0	0
OAR		**2**
0028-Environmental Protection Specialist		
0110-Economist		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant		
0318-Secretary		

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0	1	1	1
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0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		
0344-Management and Program Clerical and Assistance		2
0401-General Natural Resources Management and Biological Sciences		
0408-Ecology		
0801-General Engineering		
0819-Environmental Engineering		
0830-Mechanical Engineering		
0861-Aerospace Engineering		
0893-Chemical Engineering		
0905-General Attorney		
1035-Public Affairs		
1102-Contracting		
1301-General Physical Science		
1306-Health Physics		
1320-Chemistry		
1350-Geology		
1515-Operations Research		
1530-Statistics		
1550-Computer Science		
1801-General Inspection, Investigation, and Compliance		
2210-Information Technology Management		
399-Administration and Office Support Student Trainee		
99-General Student Trainee		
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OARM	**1**	**5**
0301-Miscellaneous Administration and Program	0	0
0303-Miscellaneous Clerk and Assistant		2
0306-Government Information Specialist		
0318-Secretary		
0326-Office Automation Clerical and Assistance	1	1
0341-Administrative Officer		
0342-Support Services Administration		
0343-Management and Program Analysis		1
0510-Accounting		
0511-Auditing		
0905-General Attorney		
1001-General Arts and Information		
1102-Contracting		
1106-Procurement Clerical and Technician		1
1109-Grants Management	0	0
1801-General Inspection, Investigation, and Compliance		
2210-Information Technology Management	0	0
OCSPP		
0028-Environmental Protection Specialist		
0110-Economist		

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0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant		
0306-Government Information Specialist		
0318-Secretary		
0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		
0408-Ecology		
0415-Toxicology		
0482-Fish Biology		
0501-Financial Administration and Program		
0560-Budget Analysis		
0601-General Health Science		
0690-Industrial Hygiene		
0819-Environmental Engineering		
0893-Chemical Engineering		
0905-General Attorney		
1035-Public Affairs		
1082-Writing and Editing		
1301-General Physical Science		
1320-Chemistry		
1412-Technical Information Services		
1530-Statistics		
2210-Information Technology Management		
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OEI	**0**	**0**
0028-Environmental Protection Specialist	0	0
0301-Miscellaneous Administration and Program	0	0
0306-Government Information Specialist	0	0
0308-Records Management	0	0
0318-Secretary	0	0
0335-Computer Clerk and Assistant	0	0
0340-Program Management	0	0
0341-Administrative Officer	0	0
0343-Management and Program Analysis	0	0
0501-Financial Administration and Program	0	0
0510-Accounting	0	0
0560-Budget Analysis	0	0
0905-General Attorney	0	0
1035-Public Affairs	0	0
1101-General Business and Industry	0	0
1301-General Physical Science	0	0
1529-Mathematical Statistics	0	0
2210-Information Technology Management	0	0
399-Administration and Office Support Student Trainee	0	0

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0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0306-Government Information Specialist
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
0360-Equal Opportunity Compliance
0560-Budget Analysis
0905-General Attorney
0950-Paralegal Specialist
1222-Patent Attorney
1860-Equal Opportunity Investigation
2210-Information Technology Management
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0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0340-Program Management
0343-Management and Program Analysis
2210-Information Technology Management

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0028-Environmental Protection Specialist
0110-Economist
0301-Miscellaneous Administration and Program
0318-Secretary
0340-Program Management
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0415-Toxicology
0560-Budget Analysis
0601-General Health Science
0819-Environmental Engineering
0893-Chemical Engineering
1035-Public Affairs
1301-General Physical Science
2210-Information Technology Management
(blank)

ORD

0028-Environmental Protection Specialist
0190-General Anthropology
0301-Miscellaneous Administration and Program
0318-Secretary
0340-Program Management
0341-Administrative Officer

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2	**2**	**27**	**20**	**19**	
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1	1	1	
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	4	3	2
	1	1	1
	70	**40**	**40**
	14	5	5
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	3	2	2
	1	1	1
	0		
	39	23	23
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	2	1	1
	1	1	1
	1	1	1
	2	2	2
	2	1	1
	0		
	5	3	3
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3	**40**	**32**	**32**
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1	4	4	4
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	1	1	1
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0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0408-Ecology
0415-Toxicology
0501-Financial Administration and Program
0560-Budget Analysis
0601-General Health Science
0602-Medical Officer
0801-General Engineering
0819-Environmental Engineering
1035-Public Affairs
1082-Writing and Editing
1101-General Business and Industry
1301-General Physical Science
1399-Physical Science Student Trainee
2210-Information Technology Management
399-Administration and Office Support Student Trainee
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0028-Environmental Protection Specialist
0110-Economist
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0408-Ecology
0415-Toxicology
0560-Budget Analysis
0601-General Health Science
0801-General Engineering
0819-Environmental Engineering
0893-Chemical Engineering
0905-General Attorney
1035-Public Affairs
1109-Grants Management
1160-Financial Analysis
1301-General Physical Science
1315-Hydrology
1320-Chemistry
1350-Geology
1515-Operations Research

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3	**3**	**156**	**141**	**67**
		40	58	28
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1	3	7	3	3
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		26	19	14
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		13	3	2
		5	3	
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		1	6	1
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		31	14	5
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1	1	1	1
5	**375**	**30**	
	126	9	
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	18	2	
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1529-Mathematical Statistics		
2210-Information Technology Management		
Region 3		
0028-Environmental Protection Specialist		
WEBB CITY,MISSOURI		
Region 7		
1301-General Physical Science		
WEST PALM BEACH,FLORIDA		
Region 4		
0401-General Natural Resources Management and Biological Sciences		
WESTLAKE, OHIO	**0**	**0**
Region 5	**0**	**0**
0301-Miscellaneous Administration and Program	0	0
0401-General Natural Resources Management and Biological Sciences	0	0
0819-Environmental Engineering	0	0
1301-General Physical Science	0	0
1350-Geology	0	0
WHEELING,WEST VIRGINIA		
Region 3		
0028-Environmental Protection Specialist		
0401-General Natural Resources Management and Biological Sciences		
0819-Environmental Engineering		
1301-General Physical Science		
1315-Hydrology		
WILMINGTON,NORTH CAROLIN		
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2210-Information Technology Management		
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Grand Total	**4**	**79**

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17	**3509**	**1104**	**1134**

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Office	Location
OGC	WASHINGTON,DC
OGC	WASHINGTON,DC
OGC	WASHINGTON,DC
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OGC	WASHINGTON,DC
OGC	WASHINGTON,DC
OGC	WASHINGTON,DC
OARM	CINCINNATI,OHIO
OARM	CINCINNATI,OHIO
OARM	CINCINNATI,OHIO
OARM	DURHAM,NORTH CAROLINA
OARM	DURHAM,NORTH CAROLINA
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
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OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OARM	WASHINGTON,DC
OITA	ARLINGTON,VIRGINIA
OITA	WASHINGTON,DC
OITA	WASHINGTON,DC
OITA	WASHINGTON,DC

Occupations	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
1222-Patent Attorney	1		1	1
1860-Equal Opportunity Investigation	1	1		1
2210-Information Technology Management	4		1	4
0028-Environmental Protection Specialist	3	1		2
0301-Miscellaneous Administration and Program	13	4	3	13
0306-Government Information Specialist	1			1
0340-Program Management	2	1	1	2
0341-Administrative Officer	1			1
0343-Management and Program Analysis	8	1		7
0344-Management and Program Clerical and Assistance	9	1	2	4
0360-Equal Opportunity Compliance	2	1	1	2
0560-Budget Analysis	1			1
0905-General Attorney	173	25	37	136
0950-Paralegal Specialist	2		1	1
	2		2	2
1654-Printing Services	1	1		1
0318-Secretary	2	1		2
0343-Management and Program Analysis	12	3	3	12
0201-Human Resources Management	55	3	6	44
0801-General Engineering	1	1		1
1001-General Arts and Information	1		1	1
1102-Contracting	96	19	24	90
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	22	6	5	22
2210-Information Technology Management	25	1	9	25
0301-Miscellaneous Administration and Program	21	7	7	20
0303-Miscellaneous Clerk and Assistant	2	2		2
0306-Government Information Specialist	3	2	1	3
0318-Secretary	2	1	1	2
0326-Office Automation Clerical and Assistance	2	1		2
0341-Administrative Officer	2		1	2
0342-Support Services Administration	11	6	3	11
0343-Management and Program Analysis	106	21	24	99
0510-Accounting	4	1	1	4
0511-Auditing	5	2	2	5
0905-General Attorney	26	2	7	23
1801-General Inspection, Investigation, and Compliance				
0301-Miscellaneous Administration and Program	1			1
2210-Information Technology Management	1			1
0028-Environmental Protection Specialist	5	1		5
0301-Miscellaneous Administration and Program	45	6	12	41

Grade 1	Grade 5	Grade 9	Grade 12	Grade 13	Grade 14	Grade 15	SES	Other SL	Total # of Targeted Positions	Max # of Offers	Restructure
			1						1	1	1
								1	1	1	
				1					1	**1**	**1**
		1							1	**1**	**1**
				1					1	**1**	**1**
			1						**1**	**1**	
					1				**1**	**1**	
						1			1	**1**	**1**
				4	13	7			24	**16**	**16**
	1								1	**1**	**1**
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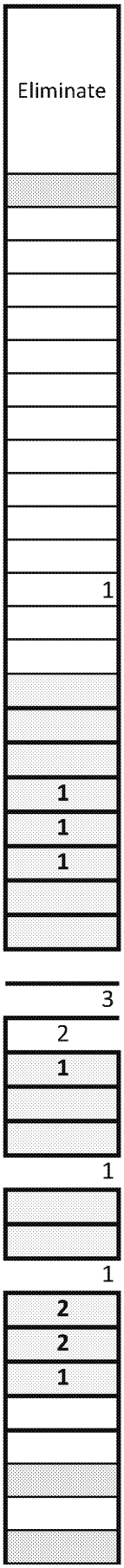
0	0	0	0	7	3	2	0	0	12	10	7
0	0	2	1	3	2	1	0	0	9	6	5
	2								2	**2**	**1**
			3						3	**3**	**3**
		2							2	**2**	**2**
1	1	0	0	0	0	0	0	0	2	2	1
			1						1	**1**	**1**
			1	8	1	1			**11**	**10**	**11**
	1		3	16	27	12			59	25	24
				1	3				4	**2**	**0**
			1	3	1	1			6	**4**	**2**
					1				1	**1**	**0**
				1					1	1	1
				1					1	1	1
					2	2			4	3	2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OITA	WASHINGTON,DC
OITA	WASHINGTON,DC
OITA	WASHINGTON,DC
OCFO	Various Locations
OCFO	Various Locations
OCFO	Various Locations
OCFO	Various Locations
OCFO	Various Locations
OCFO	Various Locations
OLEM	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
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OLEM	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
OLEM	BOSTON,MASSACHUSETTS
OLEM	BOSTON,MASSACHUSETTS
OLEM	CINCINNATI,OHIO
OLEM	CINCINNATI,OHIO
OLEM	CINCINNATI,OHIO
OLEM	CINCINNATI,OHIO
OLEM	CINCINNATI,OHIO
OLEM	EDISON,NEW JERSEY
OLEM	EDISON,NEW JERSEY
OLEM	EDISON,NEW JERSEY
OLEM	EDISON,NEW JERSEY
OLEM	EDISON,NEW JERSEY
OLEM	FRANKFURT,GERMANY
OLEM	LAS VEGAS,NEVADA
OLEM	LAS VEGAS,NEVADA
OLEM	LAS VEGAS,NEVADA

0303-Miscellaneous Clerk and Assistant	2	2		2
0340-Program Management	5	2	3	5
0343-Management and Program Analysis	15	1	4	15
0303-Miscellaneous Clerk and Assistant	1	1	0	1
0318-Secretary	4	3	0	3
0343-Management and Program Analysis	85	13	20	77
0501-Financial Administration and Program	75	11	21	70
0503-Financial Clerical and Assistance	2	1	0	2
0510-Accounting	76	14	21	71
1035-Public Affairs	4			4
0110-Economist	9		1	3
1301-General Physical Science	35	11	7	32
1320-Chemistry	5	1	2	4
1350-Geology	2	1		2
2210-Information Technology Management	13	1	3	12
0028-Environmental Protection Specialist	74	19	25	71
0301-Miscellaneous Administration and Program	3	2	1	3
0303-Miscellaneous Clerk and Assistant	2	2		2
0318-Secretary	1			1
0340-Program Management	9	3	5	8
0343-Management and Program Analysis	64	17	16	59
0344-Management and Program Clerical and Assistance	2		1	2
0401-General Natural Resources Management and Biological Sciences	7			1
0415-Toxicology	1			
0601-General Health Science	5	1	1	4
0819-Environmental Engineering	22	4	6	18
0881-Petroleum Engineering	1	1		1
0893-Chemical Engineering	10	2	3	7
0028-Environmental Protection Specialist	2	1		2
0819-Environmental Engineering	1			1
1301-General Physical Science	2	1		2
1306-Health Physics	2	1	1	2
0028-Environmental Protection Specialist	1		1	1
0401-General Natural Resources Management and Biological Sciences	1	1		1
0819-Environmental Engineering	1			1
1301-General Physical Science	12	4	1	10
1320-Chemistry	4	2		3
0343-Management and Program Analysis	2	1		2
0401-General Natural Resources Management and Biological Sciences	1		1	1
0819-Environmental Engineering	1			1
1301-General Physical Science	1			1
1301-General Physical Science	7	1	1	5
1320-Chemistry	1			1
0343-Management and Program Analysis	1	1		1

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0	0	2	18	28	11	10	0	0	69	11	2
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				2	2	1			5	3	3
				16	14	14			44	9	9
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OLEM	LENEXA,KANSAS
OLEM	LENEXA,KANSAS
OLEM	WASHINGTON,DC
OLEM	WASHINGTON,DC
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OLEM	WASHINGTON,DC
OLEM	WASHINGTON,DC
OLEM	WASHINGTON,DC
OW	ARLINGTON,VIRGINIA
OW	CINCINNATI,OHIO
OW	CINCINNATI,OHIO
OW	CINCINNATI,OHIO
OW	CINCINNATI,OHIO
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OW	CINCINNATI,OHIO
OW	MONTCLAIR,NEW JERSEY
OW	WASHINGTON,DC
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0690-Industrial Hygiene	1			1
0819-Environmental Engineering	1		1	1
1301-General Physical Science	1		1	1
0801-General Engineering	1	1		1
1035-Public Affairs	1			1
0110-Economist	1			
1301-General Physical Science	13	1	3	13
2210-Information Technology Management	4		4	4
0028-Environmental Protection Specialist	46	3	15	46
0301-Miscellaneous Administration and Program	6	2	3	6
0318-Secretary	2		1	2
0340-Program Management	4		2	4
0343-Management and Program Analysis	76	20	23	75
0401-General Natural Resources Management and Biological Sciences	3			2
0415-Toxicology	2		1	2
0560-Budget Analysis	1	1		1
0601-General Health Science	1		1	1
0819-Environmental Engineering	3	1	1	3
0893-Chemical Engineering	6	1	1	6
	3	2	1	3
0028-Environmental Protection Specialist	1			1
1301-General Physical Science	3			3
0028-Environmental Protection Specialist	4	1	1	4
0318-Secretary	1			1
0343-Management and Program Analysis	1			1
0401-General Natural Resources Management and Biological Sciences	1			1
0819-Environmental Engineering	8		1	8
1350-Geology				
0601-General Health Science				
1320-Chemistry				
0028-Environmental Protection Specialist	1			1
0028-Environmental Protection Specialist	167	27	33	164
0301-Miscellaneous Administration and Program	22	9	3	21
0303-Miscellaneous Clerk and Assistant	1	1		1
0340-Program Management	16	7	5	16
0341-Administrative Officer	1		1	
0343-Management and Program Analysis	78	21	24	74
0344-Management and Program Clerical and Assistance	1	1		1
0401-General Natural Resources Management and Biological Sciences	39	4	3	24
0403-Microbiology	6	1	1	6
0408-Ecology	8			1
0415-Toxicology	3	1		1
0801-General Engineering	1	1		1
0819-Environmental Engineering	44	3	6	34
0893-Chemical Engineering	5	1	1	5
1301-General Physical Science	73	9	4	51

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				13	8	7			28	3	
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OW	WASHINGTON,DC
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OW	WASHINGTON,DC
Region 6	ADA,OKLAHOMA
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
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Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS

1315-Hydrology	1	1		1
1320-Chemistry	4	1	1	3
1350-Geology	2	1		2
1515-Operations Research	1		1	1
1529-Mathematical Statistics	2	1		1
2210-Information Technology Management	28	6	3	25
0110-Economist	10	1	1	9
1160-Financial Analysis	12			6
0560-Budget Analysis	3		2	3
0601-General Health Science	3	1	1	2
1035-Public Affairs	8		1	8
1109-Grants Management	1	1		1
0905-General Attorney	8	2		8
0301-Miscellaneous Administration and Program	5	4		1
0028-Environmental Protection Specialist	1			1
0018-Safety and Occupational Health Management	1	1		1
0028-Environmental Protection Specialist	139	49	40	134
0029-Environmental Protection Assistant	1	1		1
0080-Security Administration	1			
0201-Human Resources Management	6		1	6
0260-Equal Employment Opportunity	2	1		2
0301-Miscellaneous Administration and Program	19	7	3	18
0306-Government Information Specialist	3	1	2	3
0308-Records Management	1	1		1
0318-Secretary	14	6	5	13
0326-Office Automation Clerical and Assistance	1			1
0340-Program Management	8	6	1	8
0341-Administrative Officer	3	2	2	3
0342-Support Services Administration	7	1	3	6
0343-Management and Program Analysis	21	7	3	20
0344-Management and Program Clerical and Assistance	1	1		1
0391-Telecommunications	2		1	2
0401-General Natural Resources Management and Biological Sciences	49	4	4	23
0415-Toxicology	3	1	1	3
0501-Financial Administration and Program	8	3	1	8
0505-Financial Management	1			
0510-Accounting	3	1	1	3
0560-Budget Analysis	1		1	1
0819-Environmental Engineering	132	43	39	127
0905-General Attorney	63	13	10	55
0950-Paralegal Specialist	5	2	3	5
0986-Legal Assistance	1		1	1
1001-General Arts and Information	1	1		1
1035-Public Affairs	11	3	4	9

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Region 6	DALLAS,TEXAS
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Region 6	EL PASO,TEXAS
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Region 6	HOUSTON,TEXAS
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OCSPP	ANN ARBOR,MICHIGAN
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1102-Contracting	7	1	2	5
1109-Grants Management	10		5	9
1160-Financial Analysis	1			1
1301-General Physical Science	148	44	22	136
1306-Health Physics	1	1		1
1350-Geology	3	1	1	3
2210-Information Technology Management	9	2	2	8
1301-General Physical Science	1			1
0028-Environmental Protection Specialist	1	1		1
0318-Secretary	1	1		1
0819-Environmental Engineering	3		2	3
0028-Environmental Protection Specialist	1			1
0343-Management and Program Analysis	1	1		1
0344-Management and Program Clerical and Assistance	1	1		1
0401-General Natural Resources Management and Biological Sciences	3	1	1	3
0819-Environmental Engineering	4	1		4
0905-General Attorney	1	1		1
1035-Public Affairs	1	1		1
1301-General Physical Science	8	3	4	8
1320-Chemistry	19	10	1	19
1399-Physical Science Student Trainee	2			1
0401-General Natural Resources Management and Biological Sciences	1			1
1001-General Arts and Information	1	1		1
0110-Economist	12	3	1	10
1301-General Physical Science	21	3	4	17
1320-Chemistry	62	17	12	55
0150-Geography	1			1
1529-Mathematical Statistics	1			1
1530-Statistics	3		2	3
2210-Information Technology Management	20	3	8	19
0028-Environmental Protection Specialist	142	25	33	130
0301-Miscellaneous Administration and Program	20	3	7	20
0303-Miscellaneous Clerk and Assistant	2	1		2
0306-Government Information Specialist	8	1	1	8
0326-Office Automation Clerical and Assistance	1		1	1
0340-Program Management	8	2	4	8
0343-Management and Program Analysis	42	12	21	42
399-Administration and Office Support Student Trainee	1			1
0401-General Natural Resources Management and Biological Sciences	156	26	32	142
0403-Microbiology	5	2	1	5
0405-Pharmacology	2			2
0408-Ecology	3			3
0414-Entomology	7			5
0415-Toxicology	19	5		15
0430-Botany	1	1		1

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OCSPP	ATHENS,GEORGIA
OCSPP	ATHENS,GEORGIA
OCSPP	CHICAGO,ILLINOIS
OCSPP	DALLAS,TEXAS
OCSPP	DRAKESVILLE,IOWA
OCSPP	DURHAM,NORTH CAROLINA
OCSPP	DURHAM,NORTH CAROLINA
OCSPP	FORT MEADE,MARYLAND
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OCSPP	GAINESVILLE,FLORIDA
OCSPP	GULF BREEZE,FLORIDA
OCSPP	NEW YORK, NEW YORK
OCSPP	SAN FRANCISCO,CALIFORNIA
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OCSPP	SANTURCE,PUERTO RICO
OCSPP	WASHINGTON,DC
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0434-Plant Pathology	3	2		3
0440-Genetics	1	1		1
0471-Agronomy	2	1	1	2
0482-Fish Biology	1			1
0486-Wildlife Biology	4		2	4
499-Biological Science Student Trainee	2			2
0560-Budget Analysis	1			1
0601-General Health Science	5	1		3
0690-Industrial Hygiene	5		2	5
0701-Veterinary Medical Science	1			1
0819-Environmental Engineering	8	3	1	8
0905-General Attorney	1			
99-General Student Trainee	15			3
	1			1
0028-Environmental Protection Specialist	1		1	1
0401-General Natural Resources Management and Biological Sciences	1			1
0028-Environmental Protection Specialist	1	1		1
0028-Environmental Protection Specialist	4	1		4
1320-Chemistry	1		1	1
1320-Chemistry	1			1
0560-Budget Analysis	1			1
1320-Chemistry	8	2	1	7
0028-Environmental Protection Specialist	2	1	1	2
0343-Management and Program Analysis	1	1		1
0401-General Natural Resources Management and Biological Sciences	2		1	2
0403-Microbiology	5	1	1	5
0028-Environmental Protection Specialist	1		1	1
1529-Mathematical Statistics	1			1
1320-Chemistry	1			1
0028-Environmental Protection Specialist	1			1
0401-General Natural Resources Management and Biological Sciences	1	1		1
1320-Chemistry	1		1	1
1035-Public Affairs	2		1	2
1082-Writing and Editing	2	2		2
0110-Economist	9		2	6
1301-General Physical Science	18	4		14
1320-Chemistry	22	6	5	18
1412-Technical Information Services	1	1		1
1530-Statistics	1	1		1
2210-Information Technology Management	18	5	2	15
0028-Environmental Protection Specialist	114	24	22	99
0301-Miscellaneous Administration and Program	26	9	10	26
0303-Miscellaneous Clerk and Assistant	1	1		1
0306-Government Information Specialist	1		1	1
0318-Secretary	1	1		1
0340-Program Management	9	1	8	9
0341-Administrative Officer	2	1		2

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Region 9	SAN FRANCISCO,CALIFORNIA
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Region 9	SAN FRANCISCO,CALIFORNIA

0343-Management and Program Analysis	43	8	15	42
0401-General Natural Resources Management and Biological Sciences	38	4	3	21
0403-Microbiology	3	3		3
0408-Ecology	1	1		1
0415-Toxicology	20	3	1	17
0482-Fish Biology	1			1
0501-Financial Administration and Program	1		1	1
0560-Budget Analysis	2		2	2
0601-General Health Science	2		1	1
0690-Industrial Hygiene	2	1		2
0819-Environmental Engineering	4		2	4
0893-Chemical Engineering	14	3	5	12
0905-General Attorney	9	1	3	6
	3	2		3
1035-Public Affairs	3			3
1071-Audiovisual Production	1			1
1082-Writing and Editing	2	1	1	2
1101-General Business and Industry	7	1	5	7
1102-Contracting	12	3	1	12
1109-Grants Management	13	1	8	12
1301-General Physical Science	71	11	13	56
0819-Environmental Engineering	76	9	16	63
1301-General Physical Science	71	11	13	56
0401-General Natural Resources Management and Biological Sciences	33	3	3	24
0819-Environmental Engineering	76	9	16	63
1320-Chemistry	1		1	1
1370-Cartography	2		1	2
1410-Librarian	1	1		1
0150-Geography	1		1	1
1810-General Investigating	1		1	1
0018-Safety and Occupational Health Management	1		1	1
0201-Human Resources Management	4	3	1	4
2210-Information Technology Management	19	5	11	18
0260-Equal Employment Opportunity	1		1	1
0028-Environmental Protection Specialist	170	33	55	161
0029-Environmental Protection Assistant	3	1	2	3
0301-Miscellaneous Administration and Program	5	1	3	5
0303-Miscellaneous Clerk and Assistant	8	3	2	8
0306-Government Information Specialist	1			1
0308-Records Management	1		1	1
0318-Secretary	5	2	1	5
0340-Program Management	7	4	2	7
0341-Administrative Officer	6	3	2	6
0342-Support Services Administration	1		1	1
0343-Management and Program Analysis	11	3	3	11
0391-Telecommunications	3	1	1	3
0415-Toxicology	3	1	2	3

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Region 9	SAN FRANCISCO,CALIFORNIA
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Region 9	SAN FRANCISCO,CALIFORNIA
Region 9	SAN FRANCISCO,CALIFORNIA
Region 10	PORTLAND,OR
Region 10	RICHLAND,WA
Region 10	SEATTLE,WA
Region 10	SEATTLE,WA
Region 10	SEATTLE,WA
Region 10	SEATTLE,WA
Region 10	SEATTLE,WA
AO	Cincinnati, OH
AO	Durham, NC
AO	Las Vegas, NV
AO	Los Angeles, CA
AO	WASHINGTON,DC
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Region 4	ATHENS,GEORGIA
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Region 4	ATHENS,GEORGIA

0501-Financial Administration and Program	2	1	1	2
0505-Financial Management	1		1	1
0510-Accounting	3	1	1	3
0560-Budget Analysis	14	4	2	14
0561-Budget Clerical and Assistance	1			1
0690-Industrial Hygiene	1	1		1
0080-Security Administration	2		1	2
0893-Chemical Engineering	1			
0905-General Attorney	16	2	3	9
	1			
0028-Environmental Protection Specialist				
1301-General Physical Science				
0028-Environmental Protection Specialist	146	27	38	134
0029-Environmental Protection Assistant				
0408-Ecology				
0415-Toxicology				
0503-Financial Clerical and Assistance				
0260-Equal Employment Opportunity				
0260-Equal Employment Opportunity				
0260-Equal Employment Opportunity				
0343-Management and Program Analysis				
0028-Environmental Protection Specialist				
0110-Economist				
0132-Intelligence Operations Specialist				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant				
0326-Office Automation Clerical and Assistance				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0560-Budget Analysis				
0819-Environmental Engineering				
0905-General Attorney				
1001-General Arts and Information				
1035-Public Affairs				
1060-Photographer				
1084-Visual Information				
1301-General Physical Science				
2210-Information Technology Management				
1301-General Physical Science	20	4	5	15
1311-Physical Science Technician	1	1		1
1320-Chemistry	20	4	2	17
0018-Safety and Occupational Health Management	1			1
2210-Information Technology Management	2			1

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Region 4	ATHENS,GEORGIA
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Region 4	ATLANTA,GEORGIA

0028-Environmental Protection Specialist	1			1
0301-Miscellaneous Administration and Program	1	1		1
0318-Secretary	2			1
0341-Administrative Officer	1			
0343-Management and Program Analysis	2			2
0401-General Natural Resources Management and Biological Sciences	18	2	4	16
0415-Toxicology	1			1
0819-Environmental Engineering	15	2	4	14
1001-General Arts and Information	1	1		1
1035-Public Affairs	13		4	10
1071-Audiovisual Production	2		1	2
1084-Visual Information	1		1	1
1101-General Business and Industry	2		2	2
1102-Contracting	9	1	1	9
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	10	3	3	9
1160-Financial Analysis	3	1		3
1301-General Physical Science	158	27	61	147
1315-Hydrology	5	1		3
1320-Chemistry	1			1
1350-Geology	2	2		2
0150-Geography	1			
1810-General Investigating	5	1	3	5
0201-Human Resources Management	6	2	2	6
2210-Information Technology Management	12	2	5	12
0260-Equal Employment Opportunity	2		1	2
0028-Environmental Protection Specialist	58	12	25	52
0029-Environmental Protection Assistant	1		1	1
0301-Miscellaneous Administration and Program	23	4	8	20
0303-Miscellaneous Clerk and Assistant	15	6	2	14
0306-Government Information Specialist	11	3	7	9
0308-Records Management	2			1
0318-Secretary	11	3	6	10
0326-Office Automation Clerical and Assistance	1			1
0335-Computer Clerk and Assistant	1		1	1
0340-Program Management	12	4	6	11
0341-Administrative Officer	3		2	3
0342-Support Services Administration	3			3
0343-Management and Program Analysis	24	2	15	22
3502-Laboring	1			1
0401-General Natural Resources Management and Biological Sciences	91	14	15	77
0408-Ecology	2			2
0415-Toxicology	4		3	4
499-Biological Science Student Trainee	1			
0501-Financial Administration and Program	7	3	4	7
0505-Financial Management	1		1	1
0510-Accounting	2		1	2

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Region 4	ATLANTA,GEORGIA
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Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	BAY ST LOUIS,MISSISSIPPI
Region 4	CHARLOTTE,NORTH CAROLINA
Region 4	CRAWFORDVILLE,FLORIDA
Region 4	DURHAM,NORTH CAROLINA
Region 4	GULFPORT,MISSISSIPPI
Region 4	GULFPORT,MISSISSIPPI
Region 4	JACKSON,MISSISSIPPI
Region 4	JACKSON,TENNESSEE
Region 4	JACKSONVILLE,FLORIDA
Region 4	LOUISVILLE,KENTUCKY
Region 4	MOBILE,ALABAMA
Region 4	WEST PALM BEACH,FLORIDA
Region 3	ANNAPOLIS JUNC,MARYLAND
Region 3	ANNAPOLIS,MARYLAND
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Region 3	ANNAPOLIS,MARYLAND
Region 3	BLUEMONT,VIRGINIA
Region 3	CHARLESTON,WEST VIRGINIA
Region 3	CHARLESTON,WEST VIRGINIA
Region 3	FORT MEADE,MARYLAND
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Region 3	FORT MEADE,MARYLAND

0560-Budget Analysis	11	4	3	8
5703-Motor Vehicle Operating	2			2
0601-General Health Science	1		1	1
0690-Industrial Hygiene	1			1
0801-General Engineering	1	1		1
0080-Security Administration	2			1
0819-Environmental Engineering	212	39	70	195
0840-Nuclear Engineering	1		1	1
0905-General Attorney	65	10	18	60
0950-Paralegal Specialist	1	1		1
0986-Legal Assistance	1		1	1
1301-General Physical Science	2		1	2
0028-Environmental Protection Specialist	1			1
0340-Program Management	2		2	2
0343-Management and Program Analysis	3	1		3
0401-General Natural Resources Management and Biological Sciences	2			2
0819-Environmental Engineering	1			1
0819-Environmental Engineering	1			1
0401-General Natural Resources Management and Biological Sciences	1			1
0028-Environmental Protection Specialist	1	1		1
1301-General Physical Science	1			
0819-Environmental Engineering	2			2
0819-Environmental Engineering	1		1	1
0819-Environmental Engineering	1		1	1
1301-General Physical Science	1		1	1
0819-Environmental Engineering	1	1		1
0401-General Natural Resources Management and Biological Sciences	1		1	1
0401-General Natural Resources Management and Biological Sciences	1	1		1
0028-Environmental Protection Specialist	1			1
1035-Public Affairs	1			
1301-General Physical Science	5	1	3	5
0028-Environmental Protection Specialist	9	1	3	9
0318-Secretary	1	1		1
0340-Program Management	2	2		2
0341-Administrative Officer	1			1
0343-Management and Program Analysis	1	1		1
0819-Environmental Engineering	1			1
0819-Environmental Engineering	1			1
0301-Miscellaneous Administration and Program	1			1
0905-General Attorney	1			1
1301-General Physical Science	16	5	4	16
1320-Chemistry	15	3	3	11
1399-Physical Science Student Trainee	1			1
0018-Safety and Occupational Health Management	1			
2210-Information Technology Management	1			1
0301-Miscellaneous Administration and Program	2		1	1
0342-Support Services Administration	1			1

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Region 3	PHILADELPHIA,PENNSYLVANI
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Region 3	PHILADELPHIA,PENNSYLVANI

0401-General Natural Resources Management and Biological Sciences	4	1		3
0819-Environmental Engineering	3	2		3
0905-General Attorney	1		1	1
0905-General Attorney	1		1	1
1035-Public Affairs	19	6	3	19
1101-General Business and Industry	1			1
1102-Contracting	12	5	2	12
1109-Grants Management	11	4	3	9
1160-Financial Analysis	5	2		5
1301-General Physical Science	154	26	28	130
1306-Health Physics	1		1	1
1315-Hydrology	1	1		1
1340-Meteorology	1			1
1350-Geology	5	1	2	5
1399-Physical Science Student Trainee	4			
1810-General Investigating	4	3		4
0018-Safety and Occupational Health Management	1			1
0201-Human Resources Management	12	3	1	10
2210-Information Technology Management	19	7	5	19
2299-Information Technology Student Trainee	2			
0260-Equal Employment Opportunity	1		1	1
0028-Environmental Protection Specialist	89	29	43	88
299-Human Resources Management Student Trainee	1			1
0029-Environmental Protection Assistant	1		1	1
0301-Miscellaneous Administration and Program	13	2	6	13
0303-Miscellaneous Clerk and Assistant	9	1		9
0306-Government Information Specialist	1		1	1
0308-Records Management	1			1
0318-Secretary	18	3	9	18
0326-Office Automation Clerical and Assistance	2	2		2
0340-Program Management	10	4	5	10
0342-Support Services Administration	4	1	3	4
0343-Management and Program Analysis	19	4	3	16
0350-Equipment Operator	1	1		1
0401-General Natural Resources Management and Biological Sciences	75	5	4	42
0408-Ecology	3	1	1	3
0414-Entomology	1			1
0415-Toxicology	9	3	5	9
0457-Soil Conservation	1	1		1
499-Biological Science Student Trainee	4			
0501-Financial Administration and Program	6	4	2	6
0505-Financial Management	1	1		1
0510-Accounting	8	1	4	7
0525-Accounting Technician	1			1
0560-Budget Analysis	1	1		1
0819-Environmental Engineering	128	33	35	111
0893-Chemical Engineering	1		1	1

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Region 3	PHILADELPHIA,PENNSYLVANI
Region 3	PHILADELPHIA,PENNSYLVANI
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Region 3	PHILADELPHIA,PENNSYLVANI
Region 3	RICHMOND,VIRGINIA
Region 3	TITUSVILLE,PENNSYLVANIA
Region 3	WASHINGTON,DC
Region 3	WHEELING,WEST VIRGINIA
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Region 3	WHEELING,WEST VIRGINIA
OEI	ATLANTA,GEORGIA
OEI	BOSTON,MASSACHUSETTS
OEI	CINCINNATI,OHIO
OEI	DENVER,COLORADO
OEI	DURHAM,NORTH CAROLINA
OEI	DURHAM,NORTH CAROLINA
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OEI	DURHAM,NORTH CAROLINA
OEI	DURHAM,NORTH CAROLINA
OEI	LAS VEGAS,NEVADA
OEI	NEW YORK, NEW YORK
OEI	PHILADELPHIA,PENNSYLVANIA
OEI	SEATTLE,WASHINGTON
OEI	WASHINGTON,DC
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OEI	WASHINGTON,DC

899-Engineering and Architecture Student Trainee	2			
0905-General Attorney	70	23	27	70
0950-Paralegal Specialist	4	1	1	4
	2	1		1
1301-General Physical Science	1		1	1
1301-General Physical Science	1		1	1
0028-Environmental Protection Specialist	1			1
1301-General Physical Science	2	1		2
1315-Hydrology	1	1		1
0028-Environmental Protection Specialist	2		1	2
0401-General Natural Resources Management and Biological Sciences	7			7
0819-Environmental Engineering	1		1	1
2210-Information Technology Management	1			1
2210-Information Technology Management	1			1
0343-Management and Program Analysis	1	1		1
2210-Information Technology Management	1		1	1
1101-General Business and Industry	1			1
1301-General Physical Science	1	1		1
2210-Information Technology Management	48	11	10	41
0301-Miscellaneous Administration and Program	2			2
0340-Program Management	1	1		1
0343-Management and Program Analysis	8	2	3	8
0501-Financial Administration and Program	1	1		1
0510-Accounting	1	1		1
2210-Information Technology Management	1	1		1
2210-Information Technology Management	1			1
2210-Information Technology Management	1			
2210-Information Technology Management	2			2
1035-Public Affairs	1			
1101-General Business and Industry	3			3
1301-General Physical Science	1	1		1
1529-Mathematical Statistics	1	1		1
2210-Information Technology Management	93	17	16	87
0028-Environmental Protection Specialist	14	3	2	14
0301-Miscellaneous Administration and Program	19	2	5	17
0306-Government Information Specialist	7	4	2	7
0308-Records Management	4	1	1	4
0318-Secretary	2		1	1
0335-Computer Clerk and Assistant	1			
0340-Program Management	7	2	1	6
0341-Administrative Officer	1			1
0343-Management and Program Analysis	105	22	33	99
399-Administration and Office Support Student Trainee	1			1
0501-Financial Administration and Program	1	1		1
0510-Accounting	3	1	1	3
0560-Budget Analysis	6		3	6
0905-General Attorney	1			1

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Region 1	BOSTON,MASSACHUSETTS
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0344-Management and Program Clerical and Assistance				
0303-Miscellaneous Clerk and Assistant				
0029-Environmental Protection Assistant				
0028-Environmental Protection Specialist				
0819-Environmental Engineering				
0819-Environmental Engineering				
0028-Environmental Protection Specialist				
0819-Environmental Engineering				
0028-Environmental Protection Specialist				
1301-General Physical Science				
0401-General Natural Resources Management and Biological Sciences				
0819-Environmental Engineering				
0028-Environmental Protection Specialist				
0819-Environmental Engineering				
1301-General Physical Science				
1035-Public Affairs	11	1	5	11
1101-General Business and Industry	2			2
1102-Contracting	7			5
1109-Grants Management	8	4	2	7
1160-Financial Analysis	2		1	2
1301-General Physical Science	72	18	22	70
1306-Health Physics	1			1
1315-Hydrology	2		1	2
1350-Geology	1	1		1
1399-Physical Science Student Trainee	1			
1810-General Investigating	1	1		1
0018-Safety and Occupational Health Management	2			1
0201-Human Resources Management	5	2	2	5
2210-Information Technology Management	19	4	6	19
0260-Equal Employment Opportunity	1			1
0028-Environmental Protection Specialist	85	22	39	84
0028-Environmental Protection Specialist				
0028-Environmental Protection Specialist				
0029-Environmental Protection Assistant	8	2	5	8
0301-Miscellaneous Administration and Program	9	2	3	9
0303-Miscellaneous Clerk and Assistant	2	1		2
0304-Information Receptionist	1	1		1
0306-Government Information Specialist	1		1	1

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			4						4	1	
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				9					9	2	2
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				6	2				8	3	3
			1	2	1				4	3	2
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Region 1	BOSTON,MASSACHUSETTS
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Region 1	BOSTON,MASSACHUSETTS
Region 1	BOSTON,MASSACHUSETTS
Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
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Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH

0318-Secretary	4	1	1	4
0326-Office Automation Clerical and Assistance	2	1		2
0340-Program Management	8	3	5	8
0342-Support Services Administration	3	1	1	1
0343-Management and Program Analysis	13	3	4	13
0344-Management and Program Clerical and Assistance	1		1	1
399-Administration and Office Support Student Trainee	1			
0401-General Natural Resources Management and Biological Sciences	29	4	6	18
499-Biological Science Student Trainee	9			2
0501-Financial Administration and Program	9		3	8
0510-Accounting	3		1	3
0525-Accounting Technician	1		1	1
0560-Budget Analysis	4	2	2	4
0080-Security Administration	1			1
0819-Environmental Engineering	121	29	56	116
899-Engineering and Architecture Student Trainee	2			
0905-General Attorney	54	17	17	53
0950-Paralegal Specialist	3			3
99-General Student Trainee	2			
1301-General Physical Science	13	6	1	10
1320-Chemistry	16	5	6	14
1399-Physical Science Student Trainee	1			
0018-Safety and Occupational Health Management	1			1
2210-Information Technology Management	1		1	1
0028-Environmental Protection Specialist	2		2	2
0318-Secretary	1	1		1
0340-Program Management	1	1		1

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Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
Region 1	NORTH CHELMSFORD,MASSACH
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OAR	ANN ARBOR,MICHIGAN
OAR	ANN ARBOR,MICHIGAN

0342-Support Services Administration	2			2
0343-Management and Program Analysis	1		1	1
0401-General Natural Resources Management and Biological Sciences	5	3		5
0819-Environmental Engineering	11	1	5	7
899-Engineering and Architecture Student Trainee	1			
1301-General Physical Science	35	#REF!	#REF!	#REF!
1320-Chemistry	27	11	7	26
1350-Geology	1	1		1
0415-Toxicology	1			1
0401-General Natural Resources Management and Biological Sciences	5	1	1	2
1801-General Inspection, Investigation, and Compliance	5	#REF!	#REF!	#REF!
2210-Information Technology Management	33	#REF!	#REF!	#REF!
0028-Environmental Protection Specialist	69	#REF!	#REF!	#REF!
0301-Miscellaneous Administration and Program	30	#REF!	#REF!	#REF!
0306-Government Information Specialist	1			1
0308-Records Management	3		1	3
0318-Secretary	2		1	2
0341-Administrative Officer	6	#REF!	#REF!	#REF!
0986-Legal Assistance	1	1		1
1601-Equipment, Facilities, and Services	1			1
0344-Management and Program Clerical and Assistance	1		1	1
0950-Paralegal Specialist	1		1	1
1001-General Arts and Information	2			2
1035-Public Affairs	1	1		1
1412-Technical Information Services	1			1
1083-Technical Writing and Editing	1	1		1
1311-Physical Science Technician	1	1		1
0340-Program Management	11	2	5	9
0343-Management and Program Analysis	102	#REF!	#REF!	#REF!
0560-Budget Analysis	1			1
1160-Financial Analysis	1			1
0819-Environmental Engineering	32	#REF!	#REF!	#REF!
0830-Mechanical Engineering	1			1
0893-Chemical Engineering	10	#REF!	#REF!	#REF!
1530-Statistics	1			1
1529-Mathematical Statistics	1		1	1
0905-General Attorney	175	38	40	156
1102-Contracting	1			1
0110-Economist	3			1

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OAR	ANN ARBOR,MICHIGAN
OAR	ANN ARBOR,MICHIGAN
OAR	ANNAPOLIS,MARYLAND
OAR	AUTAUGA,ALABAMA
OAR	DALLAS,TEXAS
OAR	DURHAM,NORTH CAROLINA
OAR	DURHAM,NORTH CAROLINA
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OAR	DURHAM,NORTH CAROLINA
OAR	LAS VEGAS,NEVADA

1301-General Physical Science	21	1	8	16
1320-Chemistry	7	3		5
1399-Physical Science Student Trainee	1			
1550-Computer Science	4	2		4
1640-Facility Operations Services	4			2
1801-General Inspection, Investigation, and Compliance	14	2	3	14
1910-Quality Assurance	1			1
0201-Human Resources Management	2			2
2210-Information Technology Management	8	1	2	8
0028-Environmental Protection Specialist	51	11	16	50
0301-Miscellaneous Administration and Program	13	2	3	11
0318-Secretary	1		1	1
0343-Management and Program Analysis	11		1	11
4714-Model Making	1			1
0801-General Engineering	21	2	4	21
0802-Engineering Technical	12	2	4	8
0803-Safety Engineering	1	1		1
0819-Environmental Engineering	14	2	5	13
0830-Mechanical Engineering	62	12	19	57
0850-Electrical Engineering	4	2		4
0854-Computer Engineering	2		1	2
0893-Chemical Engineering	12	3	6	12
899-Engineering and Architecture Student Trainee	4			
0905-General Attorney	3			2
99-General Student Trainee	4			
0343-Management and Program Analysis	1			1
1320-Chemistry	1			
1301-General Physical Science	1			1
1035-Public Affairs	1			1
1101-General Business and Industry	7	1		7
0110-Economist	9	1		7
1301-General Physical Science	66	13	4	49
1530-Statistics	6		1	4
2210-Information Technology Management	9	1		8
0028-Environmental Protection Specialist	112	15	32	98
0301-Miscellaneous Administration and Program	27	8	7	25
0306-Government Information Specialist	1			1
0340-Program Management	7	2	3	7
0343-Management and Program Analysis	14	3	3	14
0401-General Natural Resources Management and Biological Sciences	3			3
0408-Ecology	1			1
0501-Financial Administration and Program	1		1	1
0560-Budget Analysis	2		1	2
0601-General Health Science	12	1	1	7
0819-Environmental Engineering	64	9	25	56
0893-Chemical Engineering	3			3
1102-Contracting	1			

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OAR	LAS VEGAS,NEVADA
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OAR	LAS VEGAS,NEVADA
OAR	LAS VEGAS,NEVADA
OAR	MONTGOMERY,ALABAMA
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OAR	MONTGOMERY,ALABAMA
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OAR	MONTGOMERY,ALABAMA
OAR	MONTGOMERY,ALABAMA
OAR	SAN DIEGO,CALIFORNIA
OAR	WASHINGTON NAVY YARD,DC
OAR	WASHINGTON,DC
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1301-General Physical Science	10	4	1	10
1306-Health Physics	1			1
2210-Information Technology Management	1			1
0028-Environmental Protection Specialist	5	2	1	5
0303-Miscellaneous Clerk and Assistant	1	1		1
0343-Management and Program Analysis	2	1	1	2
0690-Industrial Hygiene	1			1
0819-Environmental Engineering	1			1
1102-Contracting	1			1
1301-General Physical Science	25	7	7	23
1306-Health Physics	1			1
1320-Chemistry	6	1	2	3
1529-Mathematical Statistics	1		1	1
1640-Facility Operations Services	1			1
2210-Information Technology Management	2			
0318-Secretary	1	1		1
0690-Industrial Hygiene	1			1
0301-Miscellaneous Administration and Program	1	1		1
1301-General Physical Science	1			
1035-Public Affairs	21		2	17
1102-Contracting	4			4
0110-Economist	18	3	2	17
1301-General Physical Science	43	9	4	36
1306-Health Physics	5	1	2	5
1320-Chemistry	3		2	3
1350-Geology	2			
1515-Operations Research	1	1		1
1530-Statistics	2	1		2
1550-Computer Science	1			
1801-General Inspection, Investigation, and Compliance	1			1
2210-Information Technology Management	9	2	3	9
0028-Environmental Protection Specialist	160	8	36	137
0301-Miscellaneous Administration and Program	18	5	7	18
0303-Miscellaneous Clerk and Assistant	1	1		1
0318-Secretary	6	1	3	6
0340-Program Management	6	2	1	5
0341-Administrative Officer	1	1		1
0343-Management and Program Analysis	89	20	28	86
0344-Management and Program Clerical and Assistance	3	2	1	3
399-Administration and Office Support Student Trainee	1			
0401-General Natural Resources Management and Biological Sciences	6	2		6
0408-Ecology	1			1
0801-General Engineering	3		1	3
0819-Environmental Engineering	33	5	11	31
0830-Mechanical Engineering	2		1	2
0861-Aerospace Engineering	1			1
0893-Chemical Engineering	2	1		2

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OAR	WASHINGTON,DC
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Region 8	BUTTE,MONTANA
Region 8	DENVER,COLORADO
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Region 8	DENVER,COLORADO
Region 8	GOLDEN,COLORADO
Region 8	GOLDEN,COLORADO
Region 8	GOLDEN,COLORADO
Region 8	GOLDEN,COLORADO
Region 8	GOLDEN,COLORADO
Region 8	HELENA,MONTANA

0905-General Attorney	4	1	2	4
99-General Student Trainee	2			
	1		1	1
1301-General Physical Science	1	1		1
1035-Public Affairs	11	1	1	11
1101-General Business and Industry	1			1
1102-Contracting	6		3	5
1109-Grants Management	7	1	1	7
1160-Financial Analysis	2		1	2
1301-General Physical Science	102	21	19	94
1320-Chemistry	2	1		2
1350-Geology	1			1
1530-Statistics	1		1	1
1640-Facility Operations Services	1			1
2005-Supply Clerical and Technician	1			1
0201-Human Resources Management	3		1	3
2210-Information Technology Management	11	2	3	11
0260-Equal Employment Opportunity	1			1
0028-Environmental Protection Specialist	117	20	32	115
0029-Environmental Protection Assistant	1	1		1
0301-Miscellaneous Administration and Program	16	3	4	14
0306-Government Information Specialist	3	1	1	3
0308-Records Management	1			1
0318-Secretary	2			1
0326-Office Automation Clerical and Assistance	1	1		1
0340-Program Management	4		3	4
0343-Management and Program Analysis	19	3	8	19
0401-General Natural Resources Management and Biological Sciences	9		1	6
0403-Microbiology	1			1
0415-Toxicology	9	3		8
0501-Financial Administration and Program	7	2	3	7
0503-Financial Clerical and Assistance	2		1	2
0510-Accounting	6	1	1	5
0601-General Health Science	1			1
0690-Industrial Hygiene	1			1
0080-Security Administration	2		1	2
0819-Environmental Engineering	86	17	21	79
0905-General Attorney	43	12	3	35
0950-Paralegal Specialist	2	1		2
0986-Legal Assistance	1			
	2	1	1	2
1301-General Physical Science	2	1	1	2
1320-Chemistry	7	2	1	6
2210-Information Technology Management	1			1
0301-Miscellaneous Administration and Program	1			1
0401-General Natural Resources Management and Biological Sciences	3		2	3
1035-Public Affairs	1			1

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Region 8	HELENA,MONTANA
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Region 8	HELENA,MONTANA
Region 8	LIBBY,MONTANA
Region 8	PIERRE,SOUTH DAKOTA
Region 2	ALBANY,NEW YORK
Region 2	ALBANY,NEW YORK
Region 2	ALBANY,NEW YORK
Region 2	BUFFALO,NEW YORK
Region 2	BUFFALO,NEW YORK
Region 2	EDISON,NEW JERSEY
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Region 2	EDISON,NEW JERSEY
Region 2	EDISON,NEW JERSEY
Region 2	EDISON,NEW JERSEY
Region 2	GUAYNABO,PUERTO RICO
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Region 2	GUAYNABO,PUERTO RICO

1301-General Physical Science	7		4	7
1315-Hydrology	1			1
2210-Information Technology Management	1		1	1
0028-Environmental Protection Specialist	5		4	5
0301-Miscellaneous Administration and Program	1		1	1
0341-Administrative Officer	2	1		2
0401-General Natural Resources Management and Biological Sciences	1			1
0501-Financial Administration and Program	1		1	1
0819-Environmental Engineering	4		1	3
0905-General Attorney	1	1		1
0819-Environmental Engineering	1		1	1
0819-Environmental Engineering	1			1
1035-Public Affairs	1			1
1301-General Physical Science	2	1		2
0819-Environmental Engineering	2			1
1035-Public Affairs	1	1		1
1301-General Physical Science	1			
1301-General Physical Science	66	15	29	63
1320-Chemistry	19	6	3	16
1350-Geology	1		1	1
0028-Environmental Protection Specialist	4	1		4
0303-Miscellaneous Clerk and Assistant	2	2		2
0318-Secretary	4		2	4
0401-General Natural Resources Management and Biological Sciences	20	3	3	14
0403-Microbiology	4			4
0690-Industrial Hygiene	1			1
0801-General Engineering	2	1		2
0819-Environmental Engineering	19	6	6	18
0830-Mechanical Engineering	1		1	1
1035-Public Affairs	1			1
1301-General Physical Science	12	2	1	12
1350-Geology	1			1
0318-Secretary	3	1	2	3
0401-General Natural Resources Management and Biological Sciences	1		1	1
0510-Accounting	1			1
0819-Environmental Engineering	23	6	6	22
0905-General Attorney	4			3

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Region 2	GUAYNABO,PUERTO RICO
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1035-Public Affairs	16	3	5	15
1102-Contracting	9	4	2	9
1109-Grants Management	11	2	3	11
1160-Financial Analysis	1	1		1
1301-General Physical Science	107	20	41	97
1320-Chemistry	1	1		1
1350-Geology	15	9	2	14
0028-Environmental Protection Specialist	41	9	11	41
0401-General Natural Resources Management and Biological Sciences	34	6	2	24
0819-Environmental Engineering	147	45	51	139
1306-Health Physics	2	1		2
1315-Hydrology	4	3		4
1550-Computer Science	2			2
1810-General Investigating	1			
0201-Human Resources Management	7	2	2	7
2210-Information Technology Management	12	3	2	12
0260-Equal Employment Opportunity	1		1	1
0301-Miscellaneous Administration and Program	4	3		4
0303-Miscellaneous Clerk and Assistant	12	2	8	12
0306-Government Information Specialist	3		2	2
0308-Records Management	2		1	1
0318-Secretary	26	3	14	26
0326-Office Automation Clerical and Assistance	1	1		1
0340-Program Management	8	3	2	7
0341-Administrative Officer	1	1		1
0342-Support Services Administration	1			

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Region 2	ST THOMAS,VIRGIN ISLANDS
Region 2	ST THOMAS,VIRGIN ISLANDS
Region 2	STAMFORD,CONNECTICUT
Region 5	CARTERVILLE, ILLINOIS
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0343-Management and Program Analysis	8	2	1	8
0415-Toxicology	1	1		1
0501-Financial Administration and Program	4		1	4
0505-Financial Management	1			1
0510-Accounting	9		5	9
0525-Accounting Technician	3		2	3
0560-Budget Analysis	5		4	5
0801-General Engineering	1	1		1
0808-Architecture	1			1
0901-General Legal and Kindred Administration	1			1
0905-General Attorney	76	30	17	71
0950-Paralegal Specialist	5	3	2	5
0963-Legal Instruments Examining	1		1	1
0401-General Natural Resources Management and Biological Sciences	1			1
0819-Environmental Engineering	1		1	1
1301-General Physical Science	1	1		1
1301-General Physical Science				
0401-General Natural Resources Management and Biological Sciences				
1035-Public Affairs				
1060-Photographer				
1082-Writing and Editing				
1084-Visual Information				
1101-General Business and Industry				
1102-Contracting				
1106-Procurement Clerical and Technician				
1109-Grants Management				
1160-Financial Analysis				
1301-General Physical Science				
1306-Health Physics				
1315-Hydrology				
1320-Chemistry				
1340-Meteorology				
1350-Geology				
1399-Physical Science Student Trainee				
1530-Statistics				

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Region 5	CINCINATTI, OHIO
Region 5	CLEVELAND, OHIO
Region 5	DETROIT, MICHIGAN

1702-Education and Training Technician				
1750-Instructional Systems				
1810-General Investigating				
0018-Safety and Occupational Health Management				
2001-General Supply				
0201-Human Resources Management				
0020-Community Planning				
2210-Information Technology Management				
0260-Equal Employment Opportunity				
0028-Environmental Protection Specialist				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant				
0305-Mail and File				
0306-Government Information Specialist				
0308-Records Management				
0318-Secretary				
0326-Office Automation Clerical and Assistance				
0335-Computer Clerk and Assistant				
0340-Program Management				
0341-Administrative Officer				
0343-Management and Program Analysis				
0344-Management and Program Clerical and Assistance				
399-Administration and Office Support Student				
0401-General Natural Resources Management and Biological Sciences				
0403-Microbiology				
0408-Ecology				
0415-Toxicology				
0471-Agronomy				
0501-Financial Administration and Program				
0505-Financial Management				
0510-Accounting				
0560-Budget Analysis				
599-Financial Management Student Trainee				
0601-General Health Science				
0080-Security Administration				
0819-Environmental Engineering				
0890-Agricultural Engineering				
0893-Chemical Engineering				
899-Engineering and Architecture Student Trainee				
0905-General Attorney				
0950-Paralegal Specialist				
0986-Legal Assistance				
999-Legal Occupations Student Trainee				
1301-General Physical Science				
0028-Environmental Protection Specialist				
1301-General Physical Science				

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Region 5	DETROIT, MICHIGAN
Region 5	ELMHURST, ILLINOIS
Region 5	FLINT, MICHIGAN
Region 5	GREEN BAY, WISCONSIN
Region 5	GROSSE ISLE, MICHIGAN
Region 5	GROSSE ISLE, MICHIGAN
Region 5	GROSSE ISLE, MICHIGAN
Region 5	GROSSE ISLE, MICHIGAN
Region 5	INDIANAPOLIS, INDIANA
Region 5	INDIANAPOLIS, INDIANA
Region 5	MADISON, WISCONSIN
Region 5	MINNEAPOLIS, MINNESOTA
Region 5	ST PAUL, MINNESOTA
Region 5	TRAVERSE CITY, MICHIGAN
Region 5	TRAVERSE CITY, MICHIGAN
Region 5	WESTLAKE, OHIO
Region 5	WESTLAKE, OHIO
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Region 5	WESTLAKE, OHIO
Region 5	WESTLAKE, OHIO
Region 7	**COLUMBUS,KANSAS**
Region 7	**DES MOINES,IOWA**
Region 7	**FENTON,MISSOURI**
Region 7	**FENTON,MISSOURI**
Region 7	**KANSAS CITY,KANSAS**
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Region 7	**KANSAS CITY,MISSOURI**
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Region 7	**LENEXA,KANSAS**

0415-Toxicology				
1301-General Physical Science				
1035-Public Affairs				
1301-General Physical Science				
1301-General Physical Science				
1670-Equipment Services				
0303-Miscellaneous Clerk and Assistant				
0401-General Natural Resources Management and Biological Sciences				
1301-General Physical Science				
0401-General Natural Resources Management and Biological Sciences				
0401-General Natural Resources Management and Biological Sciences				
1301-General Physical Science				
1301-General Physical Science				
0028-Environmental Protection Specialist				
0819-Environmental Engineering				
1301-General Physical Science				
1350-Geology				
0301-Miscellaneous Administration and Program				
0401-General Natural Resources Management and Biological Sciences				
0819-Environmental Engineering				

0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
1301-General Physical Science
0028-Environmental Protection Specialist
1301-General Physical Science
1320-Chemistry
1399-Physical Science Student Trainee
2210-Information Technology Management
0028-Environmental Protection Specialist
0318-Secretary
0343-Management and Program Analysis

0401-General Natural Resources Management and Biological Sciences
0690-Industrial Hygiene
0819-Environmental Engineering
1301-General Physical Science
0343-Management and Program Analysis
0819-Environmental Engineering
1035-Public Affairs
1084-Visual Information
1101-General Business and Industry
1102-Contracting
1109-Grants Management
1160-Financial Analysis
1301-General Physical Science

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Region 7	LENEXA,KANSAS
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Region 7	NORWOOD,OHIO
Region 7	SHALIMAR,FLORIDA
Region 7	WEBB CITY,MISSOURI
ORD	ADA,OKLAHOMA

1340-Meteorology
1350-Geology
1410-Librarian
2001-General Supply
2005-Supply Clerical and Technician
0201-Human Resources Management
0020-Community Planning
2210-Information Technology Management
0260-Equal Employment Opportunity
0028-Environmental Protection Specialist

0301-Miscellaneous Administration and Program
0306-Government Information Specialist
0308-Records Management
0318-Secretary
0326-Office Automation Clerical and Assistance
0340-Program Management
0340-Program Management
0342-Support Services Administration
0343-Management and Program Analysis

399-Administration and Office Support Student Trainee

0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0415-Toxicology
0501-Financial Administration and Program
0503-Financial Clerical and Assistance
0505-Financial Management
0510-Accounting
0511-Auditing
0560-Budget Analysis
0690-Industrial Hygiene
0801-General Engineering
0808-Architecture
0080-Security Administration
0819-Environmental Engineering
0840-Nuclear Engineering
899-Engineering and Architecture Student Trainee
0905-General Attorney
0905-General Attorney
0950-Paralegal Specialist
99-General Student Trainee
0560-Budget Analysis
0510-Accounting
1301-General Physical Science
1102-Contracting

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ORD	ANN ARBOR,MICHIGAN
ORD	ARLINGTON,VIRGINIA
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1301-General Physical Science
1311-Physical Science Technician
1315-Hydrology
1316-Hydrologic Technician
1320-Chemistry
1350-Geology
0301-Miscellaneous Administration and Program
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0470-Soil Science
0819-Environmental Engineering
0893-Chemical Engineering
899-Engineering and Architecture Student Trainee
1301-General Physical Science
1035-Public Affairs
0110-Economist
1301-General Physical Science
1315-Hydrology
0150-Geography
1529-Mathematical Statistics
1530-Statistics
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0415-Toxicology
0601-General Health Science
0819-Environmental Engineering
1301-General Physical Science
1315-Hydrology
1320-Chemistry
1550-Computer Science
1640-Facility Operations Services
0018-Safety and Occupational Health Management
2210-Information Technology Management
0340-Program Management
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0408-Ecology
0415-Toxicology

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ORD	ATHENS,GEORGIA
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ORD	ATLANTA,GEORGIA
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ORD	BOSTON,MASSACHUSETTS
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ORD	CHAPEL HILL,NORTH CAROLI
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ORD	CHICAGO,ILLINOIS
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0560-Budget Analysis
0819-Environmental Engineering
0854-Computer Engineering
0301-Miscellaneous Administration and Program
0819-Environmental Engineering
1301-General Physical Science
0028-Environmental Protection Specialist
0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
1301-General Physical Science
1320-Chemistry
1530-Statistics
2210-Information Technology Management
0318-Secretary
0341-Administrative Officer
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0601-General Health Science
0602-Medical Officer
0610-Nurse
1301-General Physical Science
1035-Public Affairs
0110-Economist
1301-General Physical Science
1306-Health Physics
1311-Physical Science Technician
1315-Hydrology
1320-Chemistry
1515-Operations Research
1529-Mathematical Statistics
1530-Statistics
0018-Safety and Occupational Health Management
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0308-Records Management
0318-Secretary
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0408-Ecology
0415-Toxicology
0440-Genetics

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ORD	DALLAS,TEXAS
ORD	DENVER,COLORADO
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ORD	DULUTH,MINNESOTA
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0470-Soil Science
499-Biological Science Student Trainee
0560-Budget Analysis
0601-General Health Science
0690-Industrial Hygiene
0801-General Engineering
0802-Engineering Technical
0080-Security Administration
0819-Environmental Engineering
0830-Mechanical Engineering
0854-Computer Engineering
0893-Chemical Engineering
899-Engineering and Architecture Student Trainee
0110-Economist
1301-General Physical Science
1320-Chemistry
1530-Statistics
1550-Computer Science
1640-Facility Operations Services
0018-Safety and Occupational Health Management
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0435-Plant Physiology
0470-Soil Science
0482-Fish Biology
499-Biological Science Student Trainee
0501-Financial Administration and Program
1301-General Physical Science
1301-General Physical Science
0301-Miscellaneous Administration and Program
0343-Management and Program Analysis
0601-General Health Science
1301-General Physical Science
1320-Chemistry
1640-Facility Operations Services
2210-Information Technology Management
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0404-Biological Science Technician
0408-Ecology
0415-Toxicology
0690-Industrial Hygiene

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ORD	EDISON,NEW JERSEY

0101-Social Science
1035-Public Affairs
1101-General Business and Industry
1102-Contracting
1301-General Physical Science
1306-Health Physics
1311-Physical Science Technician
1315-Hydrology
1320-Chemistry
1350-Geology
1399-Physical Science Student Trainee
1412-Technical Information Services
0150-Geography
1529-Mathematical Statistics
1530-Statistics
1550-Computer Science
1640-Facility Operations Services
0180-Psychology
0184-Sociology
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0318-Secretary
0340-Program Management
0341-Administrative Officer
0343-Management and Program Analysis
399-Administration and Office Support Student Trainee
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0408-Ecology
0413-Physiology
0415-Toxicology
0560-Budget Analysis
0601-General Health Science
0602-Medical Officer
0690-Industrial Hygiene
0801-General Engineering
0802-Engineering Technical
0819-Environmental Engineering
0830-Mechanical Engineering
0856-Electronics Technical
0858-Bioengineering and Biomedical Engineering
0893-Chemical Engineering

1301-General Physical Science

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ORD	EDISON,NEW JERSEY
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ORD	GROSSE ILE,MICHIGAN
ORD	GULF BREEZE,FLORIDA
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ORD	GULF,FLORIDA
ORD	HAMPTON,VIRGINIA
ORD	LAKEWOOD,COLORADO
ORD	LAS VEGAS,NEVADA
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ORD	LAS VEGAS,NEVADA
ORD	LENEXA,KANSAS
ORD	LOS ANGELES,CALIFORNIA
ORD	LOS ANGELES,CALIFORNIA

0028-Environmental Protection Specialist
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0601-General Health Science
0819-Environmental Engineering
0893-Chemical Engineering
0819-Environmental Engineering
0101-Social Science
1102-Contracting
1301-General Physical Science
1320-Chemistry
0150-Geography
1601-Equipment, Facilities, and Services
1640-Facility Operations Services
2001-General Supply
2210-Information Technology Management
0301-Miscellaneous Administration and Program
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0408-Ecology
0415-Toxicology
0560-Budget Analysis
0690-Industrial Hygiene
0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
0343-Management and Program Analysis
1102-Contracting
1301-General Physical Science
1311-Physical Science Technician
1320-Chemistry
1530-Statistics
1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0560-Budget Analysis
0690-Industrial Hygiene
1301-General Physical Science
1301-General Physical Science
1315-Hydrology

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ORD	LOS ANGELES,CALIFORNIA
ORD	NARRAGANSETT,RHODE ISLAN
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ORD	NARRAGANSETT,RHODE ISLAN
ORD	NARRAGANSETT,RHODE ISLAN
ORD	NARRAGANSETT,RHODE ISLAN
ORD	NEW YORK, NEW YORK
ORD	NEWPORT,OREGON
ORD	NEWPORT,OREGON
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ORD	NEWPORT,OREGON
ORD	NEWPORT,OREGON
ORD	NORWOOD,OHIO
ORD	OAKLAND,CALIFORNIA
ORD	PHILADELPHIA,PENNSYLVANI
ORD	SAN FRANCISCO,CALIFORNIA
ORD	SEATTLE,WASHINGTON
ORD	SEATTLE,WASHINGTON
ORD	SEATTLE,WASHINGTON
ORD	SILVER SPRING,MARYLAND
ORD	ST PAUL,MINNESOTA
ORD	ST PETERSBURG,FLORIDA
ORD	WASHINGTON,DC
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0819-Environmental Engineering
1087-Editorial Assistance
1102-Contracting
0110-Economist
1301-General Physical Science
1311-Physical Science Technician
1320-Chemistry
1360-Oceanography
1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management
0301-Miscellaneous Administration and Program
0341-Administrative Officer
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0404-Biological Science Technician
0408-Ecology
0560-Budget Analysis
0690-Industrial Hygiene
1301-General Physical Science
1301-General Physical Science
1360-Oceanography
0150-Geography
0401-General Natural Resources Management and Biological Sciences
0408-Ecology
0482-Fish Biology
0301-Miscellaneous Administration and Program

0819-Environmental Engineering
0819-Environmental Engineering
0343-Management and Program Analysis
0401-General Natural Resources Management and Biological Sciences
0415-Toxicology
0414-Entomology
1301-General Physical Science
0408-Ecology
1035-Public Affairs
1082-Writing and Editing
1101-General Business and Industry
1301-General Physical Science
1399-Physical Science Student Trainee
0190-General Anthropology
2210-Information Technology Management
0028-Environmental Protection Specialist
0301-Miscellaneous Administration and Program
0318-Secretary
0340-Program Management

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									0	0	0
					3				3	2	2
					1				1	1	1
					2	1		1	4	4	4
									0	0	0
							1		1	1	1

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ORD	WASHINGTON,DC
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ORD	WASHINGTON,DC
ORD	WASHINGTON,DC
ORD	WASHINGTON,DC
ORD	WASHINGTON,DC
ORD	WILMINGTON,NORTH CAROLIN

0341-Administrative Officer
0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
399-Administration and Office Support Student Trainee
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0408-Ecology
0415-Toxicology
0501-Financial Administration and Program
0560-Budget Analysis
0601-General Health Science
0602-Medical Officer
0801-General Engineering
0819-Environmental Engineering

2210-Information Technology Management

									0	0	0
					2	8			10	7	7
									0	0	0
									0	0	0
					3	1			4	2	2
									0	0	0
									0	0	0
									0	0	0
						1			1	1	1
					1				1	1	1
									0	0	0
									0	0	0
									0	0	0
						2			2	2	2
								1	1	1	1
										0	0

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Cell: F149
Comment: Tony:
Our report shows 1 less in this category.

Cell: F160
Comment: Tony:
Our report shows 1 more in this category.

Cell: F167
Comment: Tony:
Our report shows 1 less in this category.

Cell: F177
Comment: Tony:
Our report shows 1 more in this category.

Office	Location
Region 5	CHICAGO, ILLINOIS
Region 6	DALLAS,TEXAS
Region 5	CHICAGO, ILLINOIS
AO	WASHINGTON,DC
Region 6	DALLAS,TEXAS
Region 6	DALLAS,TEXAS
OCSPP	ARLINGTON,VIRGINIA
ORD	DURHAM,NORTH CAROLINA
AO	WASHINGTON,DC
AO	WASHINGTON,DC
OCSPP	ARLINGTON,VIRGINIA
ORD	DURHAM,NORTH CAROLINA
ORD	DURHAM,NORTH CAROLINA
ORD	WASHINGTON,DC
OARM	DURHAM,NORTH CAROLINA
AO	WASHINGTON,DC
Region 3	PHILADELPHIA,PENNSYLVANI
AO	WASHINGTON,DC
AO	WASHINGTON,DC
Region 1	BOSTON,MASSACHUSETTS
Region 5	CHICAGO, ILLINOIS
OGC	WASHINGTON,DC
Region 6	DALLAS,TEXAS
OARM	CINCINNATI,OHIO
AO	WASHINGTON,DC
Region 4	ATLANTA,GEORGIA
OGC	WASHINGTON,DC
OGC	WASHINGTON,DC
OARM	WASHINGTON,DC
AO	Los Angeles, CA
Region 5	CHICAGO, ILLINOIS
Region 3	PHILADELPHIA,PENNSYLVANI
OGC	WASHINGTON,DC
Region 6	DALLAS,TEXAS
Region 5	CHICAGO, ILLINOIS
AO	WASHINGTON,DC
OCSPP	ARLINGTON,VIRGINIA
ORD	CHAPEL HILL,NORTH CAROLI
OCSPP	ARLINGTON,VIRGINIA
OCSPP	ARLINGTON,VIRGINIA
ORD	DURHAM,NORTH CAROLINA
OCSPP	ARLINGTON,VIRGINIA
OLEM	ARLINGTON,VIRGINIA
OCSPP	ARLINGTON,VIRGINIA

Occupations
#N/A
0018-Safety and Occupational Health Management
0020-Community Planning
0028-Environmental Protection Specialist
0029-Environmental Protection Assistant
0080-Security Administration
0099-General Student Trainee
0101-Social Science
0110-Economist
0132-Intelligence Operations Specialist
0150-Geography
0180-Psychology
0184-Sociology
0190-General Anthropology
0201-Human Resources Management
0260-Equal Employment Opportunity
0299-Human Resources Management Student Trainee
0301-Miscellaneous Administration and Program
0303-Miscellaneous Clerk and Assistant
0304-Information Receptionist
0305-Mail and File
0306-Government Information Specialist
0308-Records Management
0318-Secretary
0326-Office Automation Clerical and Assistance
0335-Computer Clerk and Assistant
0340-Program Management
0341-Administrative Officer
0342-Support Services Administration
0343-Management and Program Analysis
0344-Management and Program Clerical and Assistance
0350-Equipment Operator
0360-Equal Opportunity Compliance
0391-Telecommunications
0399-Administration and Office Support Student Trainee
0401-General Natural Resources Management and Biological Sciences
0403-Microbiology
0404-Biological Science Technician
0405-Pharmacology
0408-Ecology
0413-Physiology
0414-Entomology
0415-Toxicology
0430-Botany

OCSPP	ARLINGTON,VIRGINIA
ORD	CORVALLIS,OREGON
OCSPP	ARLINGTON,VIRGINIA
Region 3	PHILADELPHIA,PENNSYLVANI
ORD	ADA,OKLAHOMA
OCSPP	ARLINGTON,VIRGINIA
OCSPP	ARLINGTON,VIRGINIA
OCSPP	ARLINGTON,VIRGINIA
OCSPP	ARLINGTON,VIRGINIA
Region 6	DALLAS,TEXAS
Region 10	SEATTLE,WA
Region 6	DALLAS,TEXAS
OCFO	Various Locations
OARM	WASHINGTON,DC
Region 3	PHILADELPHIA,PENNSYLVANI
AO	WASHINGTON,DC
Region 9	SAN FRANCISCO,CALIFORNIA
Region 5	CHICAGO, ILLINOIS
OLEM	ARLINGTON,VIRGINIA
ORD	CHAPEL HILL,NORTH CAROLI
ORD	CHAPEL HILL,NORTH CAROLI
OLEM	LAS VEGAS,NEVADA
OCSPP	ARLINGTON,VIRGINIA
OARM	DURHAM,NORTH CAROLINA
OAR	ANN ARBOR,MICHIGAN
OAR	ANN ARBOR,MICHIGAN
Region 2	NEW YORK, NEW YORK
AO	WASHINGTON,DC
OECA	Various Locations
Region 4	ATLANTA,GEORGIA
OAR	ANN ARBOR,MICHIGAN
OAR	ANN ARBOR,MICHIGAN
ORD	DURHAM,NORTH CAROLINA
ORD	DURHAM,NORTH CAROLINA
OAR	WASHINGTON,DC
OLEM	ARLINGTON,VIRGINIA
Region 5	CHICAGO, ILLINOIS
OLEM	ARLINGTON,VIRGINIA
Region 3	PHILADELPHIA,PENNSYLVANI
Region 2	NEW YORK, NEW YORK
AO	WASHINGTON,DC
OGC	WASHINGTON,DC
Region 2	NEW YORK, NEW YORK
Region 6	DALLAS,TEXAS

0434-Plant Pathology
0435-Plant Physiology
0440-Genetics
0457-Soil Conservation
0470-Soil Science
0471-Agronomy
0482-Fish Biology
0486-Wildlife Biology
0499-Biological Science Student Trainee
0501-Financial Administration and Program
0503-Financial Clerical and Assistance
0505-Financial Management
0510-Accounting
0511-Auditing
0525-Accounting Technician
0560-Budget Analysis
0561-Budget Clerical and Assistance
0599-Financial Management Student Trainee
0601-General Health Science
0602-Medical Officer
0610-Nurse
0690-Industrial Hygiene
0701-Veterinary Medical Science
0801-General Engineering
0802-Engineering Technical
0803-Safety Engineering

0808-Architecture
0819-Environmental Engineering
0830-Mechanical Engineering
0840-Nuclear Engineering
0850-Electrical Engineering
0854-Computer Engineering
0856-Electronics Technical
0858-Bioengineering and Biomedical Engineering
0861-Aerospace Engineering
0881-Petroleum Engineering
0890-Agricultural Engineering
0893-Chemical Engineering
0899-Engineering and Architecture Student Trainee

0901-General Legal and Kindred Administration
0905-General Attorney
0950-Paralegal Specialist

0963-Legal Instruments Examining
0986-Legal Assistance

Region 5	CHICAGO, ILLINOIS
AO	**WASHINGTON,DC**
OARM	**WASHINGTON,DC**
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
Region 9	**SAN FRANCISCO,CALIFORNIA**
Region 5	CHICAGO, ILLINOIS
OECA	**Various Locations**
Region 5	CHICAGO, ILLINOIS
ORD	**NARRAGANSETT,RHODE ISLAN**
Region 9	**SAN FRANCISCO,CALIFORNIA**
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
OW	**WASHINGTON,DC**
Region 5	CHICAGO, ILLINOIS
OGC	**WASHINGTON,DC**
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
Region 4	**ATHENS,GEORGIA**
Region 5	CHICAGO, ILLINOIS
OW	**WASHINGTON,DC**
ORD	**ADA,OKLAHOMA**
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
OW	**CINCINNATI,OHIO**
ORD	**NARRAGANSETT,RHODE ISLAN**
Region 9	**SAN FRANCISCO,CALIFORNIA**
Region 5	CHICAGO, ILLINOIS
Region 9	**SAN FRANCISCO,CALIFORNIA**
OCSPP	**WASHINGTON,DC**
OAR	**WASHINGTON,DC**
OW	**WASHINGTON,DC**
OCSPP	**ARLINGTON,VIRGINIA**
OW	**WASHINGTON,DC**
Region 5	CHICAGO, ILLINOIS
OAR	**ANN ARBOR,MICHIGAN**
OECA	**Various Locations**
OAR	**ANN ARBOR,MICHIGAN**
OARM	**CINCINNATI,OHIO**
Region 5	GROSSE ISLE, MICHIGAN
Region 5	CHICAGO, ILLINOIS
Region 5	CHICAGO, ILLINOIS
OARM	**WASHINGTON,DC**

0999-Legal Occupations Studetn Trainee
1001-General Arts and Information
1001-General Arts and Information
1035-Public Affairs
1060-Photographer
1071-Audiovisual Production
1082-Writing and Editing
1083-Technical Writing and Editing
1084-Visual Information
1087-Editorial Assistance
1101-General Business and Industry
1101-General Business Industry
1102-Contracting
1106-Procurement Clerical and Technician
1109-Grants Management
1109-Grants Management
1160-Financial Analysis
1222-Patent Attorney
1301-General Physical Science
1306-Health Physics
1311-Physical Science Technician
1315-Hydrology
1315-Hydrology
1316-Hydrologic Technician
1320-Chemistry
1340-Meteorology
1350-Geology
1350-Geology
1360-Oceanography
1370-Cartography
1399-Physical Science Student Trainee
1410-Librarian
1412-Technical Information Services
1515-Operations Research
1515-Operations Research
1529-Mathematical Statistics
1529-Mathematical Statistics
1530-Statistics
1550-Computer Science
1601-Equipment, Facilities, and Services
1640-Facility Operations Services
1654-Printing Services
1670-Equipment Services
1702-Education and Training Technician
1750-Instructional Systems
1801-General Inspection, Investigation, and Compliance

Region 9	SAN FRANCISCO,CALIFORNIA
Region 5	CHICAGO, ILLINOIS
OGC	WASHINGTON,DC
OAR	ANN ARBOR,MICHIGAN
Region 5	CHICAGO, ILLINOIS
Region 8	DENVER,COLORADO
Region 5	CHICAGO, ILLINOIS
Region 3	PHILADELPHIA,PENNSYLVANI
Region 4	ATLANTA,GEORGIA
OAR	ANN ARBOR,MICHIGAN
Region 4	ATLANTA,GEORGIA
OLEM	WASHINGTON,DC

1810-General Investigating
1810-General Investigation
1860-Equal Opportunity Investigation
1910-Quality Assurance
2001-General Supply
2005-Supply Clerical and Technician
2210-Information Technology Management
2299-Information Technology Student Trainee
3502-Laboring
4714-Model Making
5703-Motor Vehicle Operating
ADD SERIES

Occupation	Grade 1-4	Grades 5-8	Grades 9-11
0028-Environmental Protection Specialist	0	0	14
0343-Management and Program Analysis	0	4	12
1301-General Physical Science	0	0	2
0905-General Attorney	0	0	0
0819-Environmental Engineering	0	0	0
0301-Miscellaneous Administration and Program	0	0	30
2210-Information Technology Management	0	0	1
0401-General Natural Resources Management and Biological Sciences	0	0	0
1320-Chemistry	0	0	0
0510-Accounting	0	0	2
0501-Financial Administration and Program	0	2	34
0318-Secretary	0	19	18
1035-Public Affairs	0	0	0
0893-Chemical Engineering	0	0	0
0303-Miscellaneous Clerk and Assistant	1	24	7
0415-Toxicology	0	0	0
1102-Contracting	0	0	0
0342-Support Services Administration		0	3
0560-Budget Analysis	0	0	0
0950-Paralegal Specialist	0	0	0
1109-Grants Management	0	0	0
1350-Geology	0	0	0
0110-Economist	0	0	0
0260-Equal Employment Opportunity	0	0	0
0408-Ecology	0	0	0
1001-General Arts and Information	0	0	0
0340-Program Management	0	0	0
0306-Government Information Specialist	0	0	3
0403-Microbiology	0	0	0
0601-General Health Science	0	0	0
0029-Environmental Protection Assistant		11	0
0341-Administrative Officer	0	0	2
0201-Human Resources Management	0	0	0
0344-Management and Program Clerical and Assistance	0	6	2
1315-Hydrology	0	0	0
0308-Records Management	0	0	0
0326-Office Automation Clerical and Assistance	3	4	0
1160-Financial Analysis	0	0	0
0511-Auditing			
1801-General Inspection, Investigation, and Compliance			
1810-General Investigating	0	0	0
1101-General Business and Industry	0	0	0
1529-Mathematical Statistics	0	0	0
1530-Statistics	0	0	0
0503-Financial Clerical and Assistance	0	3	1
0801-General Engineering			

Grade 12	Grade 13	Grade 14	Grade 15	SES	Other	Total Targeted Positions
101	253	152	135	0	0	655
37	223	141	122	0	0	539
9	200	89	77	0	3	380
2	5	162.5	176.5	0	1	347
10	191	58	56	0	1	316
22	54	45	36	0	6	193
3	69	52	25	0	0	150
5	38	26	37	0	3	109
1	59	19	18	0	1	98
18	36	17	11	0	0	85
27	2	9	9	0	0	83
2	0	0	0	0	0	39
2	18	13	4	0	0	37
0	14	9	10	0	0	33
0	0	0	0	0	0	32
0	11	10	7	0	0	28
0	5	13	7	0	0	25
5	8	2	1			19
3	6	6	4	0	0	19
16	2	0	0	0	0	18
7	6	4	1	0	0	18
2	12	3	1	0	0	18
0	8	3	6	0	0	17
2	6	9	0	0	0	17
0	8	4	4	0	0	16
0	8	5	3	0	0	16
0	0	3	9	3	0	15
4	5	0	2	0	0	14
0	5	5	2	0	1	13
0	2	5	6	0	0	13
0	0	0	0			11
8	0	1	0	0	0	11
2	5	1	1	0	0	9
0	0	0	0	0	0	8
0	2	5	1	0	0	8
1	3	2	1	0	0	7
0	0	0	0	0	0	7
1	6	0	0	0	0	7
1	3	1	1			6
	5	1				6
1	5	0	0	0	0	6
0	2	3	0	0	0	5
0	0	5	0	0	0	5
0	1	3	1	0	0	5
0	0	0	0	0	0	4
1	1	2				4

0830-Mechanical Engineering			
0505-Financial Management	0	0	0
0986-Legal Assistance	0	2	0
1082-Writing and Editing	0	0	0
1084-Visual Information	0	0	0
1311-Physical Science Technician			2
1601-Equipment, Facilities, and Services			
(blank)	0	0	0
0132-Intelligence Operations Specialist	0	0	0
0304-Information Receptionist		1	
0335-Computer Clerk and Assistant	0	0	1
0350-Equipment Operator		1	
0457-Soil Conservation			
0525-Accounting Technician			1
0602-Medical Officer			
0690-Industrial Hygiene			
0808-Architecture			
0881-Petroleum Engineering			
0963-Legal Instruments Examining			1
1060-Photographer	0	0	0
1083-Technical Writing and Editing			
1106-Procurement Clerical and Technician	0	1	0
1306-Health Physics	0	0	0
1410-Librarian			1
1412-Technical Information Services			
1515-Operations Research			
1550-Computer Science			
1654-Printing Services			
1702-Education and Training Technician	0	0	1
2005-Supply Clerical and Technician		1	
Grand Total	**4**	**79**	**138**

	1		2			3
0	0	0	2	0	0	2
0	0	0	0	0	0	2
2	0	0	0	0	0	2
1	1	0	0	0	0	2
						2
	1	1				2
0	0	0	0	0	1	1
0	0	0	1	0	0	1
						1
0	0	0	0	0	0	1
						1
	1					1
						1
		1				1
	1					1
	1					1
	1					1
						1
0	1	0	0	0	0	1
	1					1
0	0	0	0	0	0	1
0	0	1	0	0	0	1
						1
		1				1
			1			1
	1					1
	1					1
0	0	0	0	0	0	1
						1
296	**1298**	**892.5**	**780.5**	**3**	**17**	**3509**

Location/Occupation	Grade 1-4	Grade 5-8	Grade 9-11	Grade 12
ADA,OKLAHOMA				
0028-Environmental Protection Specialist				
0301-Miscellaneous Administration and Program				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0408-Ecology				
0470-Soil Science				
0819-Environmental Engineering				
0893-Chemical Engineering				
1102-Contracting				
1301-General Physical Science				
1311-Physical Science Technician				
1315-Hydrology				
1316-Hydrologic Technician				
1320-Chemistry				
1350-Geology				
ANN ARBOR,MICHIGAN		**1**	**4**	**5**
0028-Environmental Protection Specialist				
0110-Economist				
0201-Human Resources Management				
0301-Miscellaneous Administration and Program			3	
0318-Secretary		1		
0343-Management and Program Analysis			1	5
0401-General Natural Resources Management and Biological Sciences				
0801-General Engineering				
0802-Engineering Technical				
0803-Safety Engineering				
0819-Environmental Engineering				
0830-Mechanical Engineering				
0850-Electrical Engineering				
0854-Computer Engineering				
0893-Chemical Engineering				
0905-General Attorney				
1102-Contracting				
1301-General Physical Science				
1320-Chemistry				
1550-Computer Science				
1640-Facility Operations Services				
1801-General Inspection, Investigation, and Compliance				
1910-Quality Assurance				
2210-Information Technology Management				
4714-Model Making				
ANNAPOLIS,MARYLAND		**1**		
0028-Environmental Protection Specialist				

Grade 13	Grade 14	Grade 15	SES	Other	Total # of Targeted Positions	Max # of Offers	Restructure	Eliminate	Notes
	7	**2**			**9**	**9**	**9**	**0**	
	1				1	1	1		
	1				1	1	1		
		1			1	1	1		
	1				1	1	1		
		1			1	1	1		
	1				1	1	1		
	3				3	3	3		
10		**3**			**23**	**6**	**22**	**1**	
7		1			11	2	11		
					1	1		1	
3		1			10	2	10		
		1			1	1	1	0	
2	**4**	**4**			**11**	**7**	**7**	**0**	
1	2	2			5	2	2	0	

0318-Secretary	1	
0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		
0819-Environmental Engineering		
1035-Public Affairs		
1301-General Physical Science		
ARLINGTON,VIRGINIA	**3**	**2**
1001-General Arts and Information		
0028-Environmental Protection Specialist		
0301-Miscellaneous Administration and Program		
0343-Management and Program Analysis		
0401-General Natural Resources Management and Biological Sciences		
0601-General Health Science		
1301-General Physical Science		
1320-Chemistry		
0028-Environmental Protection Specialist		
0110-Economist		
0150-Geography		
0301-Miscellaneous Administration and Program		
0303-Miscellaneous Clerk and Assistant	2	2
0306-Government Information Specialist		
0318-Secretary	1	
0326-Office Automation Clerical and Assistance		
0340-Program Management		
0341-Administrative Officer		
0343-Management and Program Analysis		
0344-Management and Program Clerical and Assistance		
0401-General Natural Resources Management and Biological Sciences		
0403-Microbiology		
0405-Pharmacology		
0408-Ecology		
0414-Entomology		
0415-Toxicology		
0430-Botany		
0434-Plant Pathology		
0440-Genetics		
0471-Agronomy		
0482-Fish Biology		
0486-Wildlife Biology		
0560-Budget Analysis		
0601-General Health Science		
0690-Industrial Hygiene		
0701-Veterinary Medical Science		
0819-Environmental Engineering		
0881-Petroleum Engineering		
0893-Chemical Engineering		

				1	1	1	0	
		1		1	2	2	0	
				0	0	0	0	
				0	0	0	0	
				0	0	0	0	
				0	0	0	0	
1	2	1		4	2	2	0	
64	**50**	**70**	**1**	**190**	**95**	**66**	**2**	
		1		1				
		5		5				
		2		2				
		5		5	8			OCSPP
		9		9				
		1		1				
		1		1				
		2		2	7			OCSPP
17	14	14		45	9	9		
2		2		4	3	3		
2	1	1		4	3	3		
				4	4	2	2	
				1	1	1		
			1	1	1	1		
21	12	8		41	14	12		
		2		2	2	2		
		1		1	1	1		
	1	1		2	2	2		
	3	2		5	3	3		
5	1	3		9	3	3		
1				1	1	1		
5	1	1		7	2	2		

0905-General Attorney				
1035-Public Affairs				
1301-General Physical Science				
1315-Hydrology				
1320-Chemistry				
1350-Geology				
1529-Mathematical Statistics				
1530-Statistics				
2210-Information Technology Management				
ATHENS,GEORGIA			**1**	**1**
0018-Safety and Occupational Health Management				
0028-Environmental Protection Specialist				1
0301-Miscellaneous Administration and Program				
0318-Secretary				
0340-Program Management				
0341-Administrative Officer				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0403-Microbiology				
0408-Ecology				
0415-Toxicology				
0560-Budget Analysis				
0819-Environmental Engineering				
0854-Computer Engineering				
1301-General Physical Science				
1311-Physical Science Technician			1	
1315-Hydrology				
1320-Chemistry				
1550-Computer Science				
1640-Facility Operations Services				
2210-Information Technology Management				
ATLANTA,GEORGIA	**0**	**1**	**2**	**3**
0028-Environmental Protection Specialist			2	1
0029-Environmental Protection Assistant				
0080-Security Administration				
0150-Geography				
0201-Human Resources Management				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant		1		
0306-Government Information Specialist				
0308-Records Management				
0318-Secretary				
0326-Office Automation Clerical and Assistance				
0335-Computer Clerk and Assistant				
0340-Program Management				
0341-Administrative Officer				

7	11	6			24	11	11	
		1			1	1	1	
	1				1	1	1	
2					2	1	1	
	2				2	2	2	
	1	1			2	2	2	
2	2	1			5	3	3	
	2	**5**		**1**	**10**	**4**	**2**	**0**
					1	1		
		1			1			
	1				1			
	1				1			
		2			2	1	1	
					1	1		
		2		1	3	1	1	
12	**3.5**	**3.5**	**0**	**0**	**25**	**24**	**0**	**0**
1					4	4		
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					1	1		

0342-Support Services Administration				
0343-Management and Program Analysis				1
0401-General Natural Resources Management and Biological Sciences				
0408-Ecology				
0415-Toxicology				
0501-Financial Administration and Program				
0505-Financial Management				
0510-Accounting				
0560-Budget Analysis				
0601-General Health Science				
0690-Industrial Hygiene				
0801-General Engineering				1
0819-Environmental Engineering				
0840-Nuclear Engineering				
0905-General Attorney				
0950-Paralegal Specialist				
0986-Legal Assistance				
1001-General Arts and Information				
1035-Public Affairs				
1071-Audiovisual Production				
1084-Visual Information				
1101-General Business and Industry				
1102-Contracting				
1106-Procurement Clerical and Technician				
1109-Grants Management				
1160-Financial Analysis				
1301-General Physical Science				
1315-Hydrology				
1320-Chemistry				
1350-Geology				
1810-General Investigating				
2210-Information Technology Management				
3502-Laboring				
5703-Motor Vehicle Operating				
BOSTON,MASSACHUSETTS	**1**	**7**	**1**	**10**
0029-Environmental Protection Assistant		1		
0303-Miscellaneous Clerk and Assistant		1		
0344-Management and Program Clerical and Assistance		1		
0028-Environmental Protection Specialist				2
0819-Environmental Engineering				4
0028-Environmental Protection Specialist				
0401-General Natural Resources Management and Biological Sciences				
0819-Environmental Engineering				
1301-General Physical Science				
0819-Environmental Engineering				
1301-General Physical Science				
0018-Safety and Occupational Health Management				

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1					1	1			
					1	1			
7	1				8	8			
	1.5	1.5			3	3			
3	1	1			5	5			
63	**11**	**10**	**0**	**0**	**103**	**35**	**24**	**11**	
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4					4				
5					5				
12					12				
1					1	2	2		Region 1
9					9				
10					10	2	2		Region 1

0028-Environmental Protection Specialist				2
0029-Environmental Protection Assistant		3		
0080-Security Administration				
0201-Human Resources Management				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant	1			
0304-Information Receptionist		1		
0306-Government Information Specialist				
0318-Secretary				
0326-Office Automation Clerical and Assistance				
0340-Program Management				
0342-Support Services Administration				1
0343-Management and Program Analysis				
0344-Management and Program Clerical and Assistance				
0401-General Natural Resources Management and Biological Sciences				
0501-Financial Administration and Program				2
0510-Accounting				
0525-Accounting Technician			1	
0560-Budget Analysis				
0819-Environmental Engineering				
0905-General Attorney				
0950-Paralegal Specialist				
1035-Public Affairs				
1101-General Business and Industry				
1102-Contracting				
1109-Grants Management				
1160-Financial Analysis				
1301-General Physical Science				
1306-Health Physics				
1315-Hydrology				
1350-Geology				
1810-General Investigating				
2210-Information Technology Management				
CHICAGO, ILLINOIS	**0**	**8**	**3**	**54**
0018-Safety and Occupational Health Management				
0020-Community Planning				
0028-Environmental Protection Specialist				36
0080-Security Administration				
0201-Human Resources Management				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				1
0303-Miscellaneous Clerk and Assistant		7	1	
0305-Mail and File				
0306-Government Information Specialist				
0308-Records Management				
0318-Secretary				

4	5	1			12	8	6	2
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					1	1		1
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					2	1	1	
					1	1		1
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6	2				8	3	3	
55	**52**	**9**	**0**	**0**	**182**	**78**	**70**	**8**
31		2			69	30	29	1
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	2				3	2	2	
					8	6	6	

0326-Office Automation Clerical and Assistance				
0335-Computer Clerk and Assistant			1	
0340-Program Management				
0341-Administrative Officer				
0343-Management and Program Analysis				4
0344-Management and Program Clerical and Assistance		1		
0401-General Natural Resources Management and Biological Sciences				2
0403-Microbiology				
0408-Ecology				
0415-Toxicology				
0471-Agronomy				
0501-Financial Administration and Program				
0505-Financial Management				
0510-Accounting				
0560-Budget Analysis				3
0601-General Health Science				
0819-Environmental Engineering				
0890-Agricultural Engineering				
0893-Chemical Engineering				
0905-General Attorney				
0950-Paralegal Specialist				3
0986-Legal Assistance				
1035-Public Affairs				
1060-Photographer				
1082-Writing and Editing				2
1084-Visual Information				
1101-General Business and Industry				
1102-Contracting				
1106-Procurement Clerical and Technician				
1109-Grants Management				
1160-Financial Analysis				1
1301-General Physical Science				
1306-Health Physics				
1315-Hydrology				
1320-Chemistry				
1340-Meteorology				
1350-Geology				2
1530-Statistics				
1702-Education and Training Technician			1	
1750-Instructional Systems				
1810-General Investigating				
2001-General Supply				
2210-Information Technology Management				
CINCINNATI,OHIO	**0**	**0**	**2**	**0**
0018-Safety and Occupational Health Management				
0028-Environmental Protection Specialist				
0080-Security Administration				

					1	1		1
3					7	5	4	1
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1					3	2	2	
1					1	1	1	
2					3	1	1	
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3					5	2	2	
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3					3	1	1	
18	**29**	**26**	**0**	**3**	**78**	**42**	**42**	**0**
1	2				3			

0110-Economist			
0260-Equal Employment Opportunity			
0301-Miscellaneous Administration and Program			
0308-Records Management			
0318-Secretary		2	
0340-Program Management			
0341-Administrative Officer			
0343-Management and Program Analysis			
0401-General Natural Resources Management and Biological Sciences			
0403-Microbiology			
0404-Biological Science Technician			
0408-Ecology			
0415-Toxicology			
0440-Genetics			
0470-Soil Science			
0560-Budget Analysis			
0601-General Health Science			
0690-Industrial Hygiene			
0801-General Engineering			
0802-Engineering Technical			
0819-Environmental Engineering			
0830-Mechanical Engineering			
0854-Computer Engineering			
0893-Chemical Engineering			
1035-Public Affairs			
1301-General Physical Science			
1306-Health Physics			
1311-Physical Science Technician			
1315-Hydrology			
1320-Chemistry			
1350-Geology			
1515-Operations Research			
1529-Mathematical Statistics			
1530-Statistics			
1654-Printing Services			
2210-Information Technology Management			
DALLAS,TEXAS	**6**	**4**	**26**
0018-Safety and Occupational Health Management			
0028-Environmental Protection Specialist		2	8
0029-Environmental Protection Assistant	1		
0080-Security Administration			
0201-Human Resources Management			
0260-Equal Employment Opportunity			
0301-Miscellaneous Administration and Program			
0306-Government Information Specialist		1	
0308-Records Management			
0318-Secretary	4		

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2	3			5	2	2	
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	3	3		6	6	6	
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4	1	1		6	5	5	
				1	1	1	
				4	4	4	

0326-Office Automation Clerical and Assistance				
0340-Program Management				
0341-Administrative Officer				1
0342-Support Services Administration				1
0343-Management and Program Analysis				2
0344-Management and Program Clerical and Assistance				
0391-Telecommunications				
0401-General Natural Resources Management and Biological Sciences				1
0415-Toxicology				
0501-Financial Administration and Program				4
0505-Financial Management				
0510-Accounting				
0560-Budget Analysis				
0819-Environmental Engineering				1
0905-General Attorney				
0950-Paralegal Specialist				5
0986-Legal Assistance		1		
1001-General Arts and Information				
1035-Public Affairs				1
1102-Contracting				
1109-Grants Management				
1160-Financial Analysis				
1301-General Physical Science			1	2
1306-Health Physics				
1350-Geology				
2210-Information Technology Management				
DENVER,COLORADO	**0**	**1**	**0**	**0**
0028-Environmental Protection Specialist				
0301-Miscellaneous Administration and Program				
0819-Environmental Engineering				
1301-General Physical Science				
0028-Environmental Protection Specialist				
0029-Environmental Protection Assistant		1		
0080-Security Administration				
0201-Human Resources Management				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0306-Government Information Specialist				
0308-Records Management				
0318-Secretary				
0326-Office Automation Clerical and Assistance				
0340-Program Management				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0403-Microbiology				
0415-Toxicology				
0501-Financial Administration and Program				

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					1	1	1		
2	1				5	5	5		
3					4	4	4		
	1				1	1	1		
					4	2	2		
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	14	17			31	4	4		
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	2	1			3				

0503-Financial Clerical and Assistance				
0510-Accounting				
0601-General Health Science				
0690-Industrial Hygiene				
0819-Environmental Engineering				
0905-General Attorney				
0950-Paralegal Specialist				
0986-Legal Assistance				
1035-Public Affairs				
1101-General Business and Industry				
1102-Contracting				
1109-Grants Management				
1160-Financial Analysis				
1301-General Physical Science				
1320-Chemistry				
1350-Geology				
1530-Statistics				
1640-Facility Operations Services				
2005-Supply Clerical and Technician				
2210-Information Technology Management				
DES MOINES,IOWA				
0819-Environmental Engineering				
DURHAM,NORTH CAROLINA	**0**	**0**	**0**	**2**
0028-Environmental Protection Specialist				
0101-Social Science				
0110-Economist				
0150-Geography				
0180-Psychology				
0184-Sociology				
0201-Human Resources Management				1
0260-Equal Employment Opportunity				1
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant				
0306-Government Information Specialist				
0318-Secretary				
0340-Program Management				
0341-Administrative Officer				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0403-Microbiology				
0404-Biological Science Technician				
0408-Ecology				
0413-Physiology				
0415-Toxicology				
0501-Financial Administration and Program				
0510-Accounting				
0560-Budget Analysis				

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	3			3			
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1				1			
7	**44**	**47**	**3**	**103**	**58**	**77**	**2**
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	7	10	1	18	15	15	
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		1		1		1	
	1			1		1	

0601-General Health Science
0602-Medical Officer
0690-Industrial Hygiene
0801-General Engineering
0802-Engineering Technical
0819-Environmental Engineering
0830-Mechanical Engineering
0856-Electronics Technical
0858-Bioengineering and Biomedical Engineering
0893-Chemical Engineering
1035-Public Affairs
1101-General Business and Industry
1102-Contracting
1301-General Physical Science
1306-Health Physics
1311-Physical Science Technician
1315-Hydrology
1320-Chemistry
1350-Geology
1412-Technical Information Services
1529-Mathematical Statistics
1530-Statistics
1550-Computer Science
1640-Facility Operations Services
2210-Information Technology Management

EDISON,NEW JERSEY

0401-General Natural Resources Management and Biological Sciences
0819-Environmental Engineering
1301-General Physical Science
1320-Chemistry
1350-Geology
0028-Environmental Protection Specialist
0303-Miscellaneous Clerk and Assistant
0318-Secretary
0343-Management and Program Analysis
0403-Microbiology
0601-General Health Science
0690-Industrial Hygiene
0801-General Engineering
0830-Mechanical Engineering
0893-Chemical Engineering
1301-General Physical Science
1320-Chemistry

EL PASO,TEXAS

0028-Environmental Protection Specialist
0318-Secretary
0819-Environmental Engineering

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	1	1	1	3	3	3			
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33	**1**	**2**		**36**	**7**	**7**	**0**		
2				2					
4				4					
17				17					
8				8					
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		1		1	1	1			
1	**2**			**3**	**3**	**3**			
	1			1	1	1			
1	1			2	2	2			

1301-General Physical Science	
FORT MEADE,MARYLAND	**2**
0018-Safety and Occupational Health Management	
0028-Environmental Protection Specialist	
0301-Miscellaneous Administration and Program	
0342-Support Services Administration	
0343-Management and Program Analysis	
0401-General Natural Resources Management and Biological Sciences	
0403-Microbiology	
0819-Environmental Engineering	1
0905-General Attorney	
1301-General Physical Science	1
1320-Chemistry	
2210-Information Technology Management	
GOLDEN,COLORADO	
0301-Miscellaneous Administration and Program	
0401-General Natural Resources Management and Biological Sciences	
1301-General Physical Science	
1320-Chemistry	
2210-Information Technology Management	
GULF BREEZE,FLORIDA	
0101-Social Science	
0150-Geography	
0301-Miscellaneous Administration and Program	
0341-Administrative Officer	
0343-Management and Program Analysis	
0401-General Natural Resources Management and Biological Sciences	
0403-Microbiology	
0404-Biological Science Technician	
0408-Ecology	
0415-Toxicology	
0560-Budget Analysis	
0690-Industrial Hygiene	
1102-Contracting	
1301-General Physical Science	
1320-Chemistry	
1529-Mathematical Statistics	
1601-Equipment, Facilities, and Services	
1640-Facility Operations Services	
2001-General Supply	
2210-Information Technology Management	
HELENA,MONTANA	**2**
0028-Environmental Protection Specialist	
0301-Miscellaneous Administration and Program	
0341-Administrative Officer	2
0401-General Natural Resources Management and Biological Sciences	
0501-Financial Administration and Program	

11	**5**	**3**	**21**	**9**	**9**	**0**
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	1	**1**	**4**	**1**	**1**	**1**
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			2	1		1

0819-Environmental Engineering				
0905-General Attorney				
1035-Public Affairs				
1301-General Physical Science				
1315-Hydrology				
2210-Information Technology Management				
HERNDON,VIRGINIA				
0905-General Attorney				
HOUSTON,TEXAS		**1**		**2**
0028-Environmental Protection Specialist				
0343-Management and Program Analysis				1
0344-Management and Program Clerical and Assistance		1		
0401-General Natural Resources Management and Biological Sciences				1
0819-Environmental Engineering				
0905-General Attorney				
1035-Public Affairs				
1301-General Physical Science				
1320-Chemistry				
KANSAS CITY,KANSAS				**3**
0028-Environmental Protection Specialist				2
0318-Secretary				
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0690-Industrial Hygiene				
0819-Environmental Engineering				
1301-General Physical Science				
1320-Chemistry				1
2210-Information Technology Management				
KANSAS CITY,MISSOURI				
0343-Management and Program Analysis				
0819-Environmental Engineering				
1301-General Physical Science				
LAS VEGAS,NEVADA	**0**	**1**	**2**	**1**
0028-Environmental Protection Specialist				1
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant		1		
0343-Management and Program Analysis			1	
0401-General Natural Resources Management and Biological Sciences				
0408-Ecology				
0560-Budget Analysis				
0690-Industrial Hygiene				
0819-Environmental Engineering				
1102-Contracting				
1301-General Physical Science			1	
1306-Health Physics				
1311-Physical Science Technician				

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13	**1**	**3**			**20**			
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1					1			
1					1			
1					1			
3					3			
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2	1	2			6			
1					**1**			
1					1			
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1		1			2	2	2	
4	2	4			11	11	11	

1320-Chemistry			
1530-Statistics			
1550-Computer Science			
1640-Facility Operations Services			
2210-Information Technology Management			
LENEXA,KANSAS	**2**	**7**	**14**
0020-Community Planning			
0028-Environmental Protection Specialist			7
0080-Security Administration			
0201-Human Resources Management			
0260-Equal Employment Opportunity			
0301-Miscellaneous Administration and Program		1	
0306-Government Information Specialist		2	
0308-Records Management			
0318-Secretary		3	
0326-Office Automation Clerical and Assistance			
0340-Program Management			
0342-Support Services Administration			1
0343-Management and Program Analysis			3
0401-General Natural Resources Management and Biological Sciences			
0408-Ecology			
0415-Toxicology			
0501-Financial Administration and Program			
0503-Financial Clerical and Assistance	1		
0505-Financial Management			
0510-Accounting			
0511-Auditing			
0560-Budget Analysis			
0690-Industrial Hygiene			
0801-General Engineering			
0808-Architecture			
0819-Environmental Engineering			1
0840-Nuclear Engineering			
0905-General Attorney			
0950-Paralegal Specialist			1
1035-Public Affairs			
1084-Visual Information			1
1101-General Business and Industry			
1102-Contracting			
1109-Grants Management			
1160-Financial Analysis			
1301-General Physical Science			
1340-Meteorology			
1350-Geology			
1410-Librarian		1	
2001-General Supply			
2005-Supply Clerical and Technician	1		

2		2	4	4	4	
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	1		1	1	1	
70	**27**	**26**	**146**	**2**	**2**	**0**
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28	6	4	39			
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			1			
2		1	3			
			1			
1			1			
1			1			
21	5	6	32	1	1	
			1			
			1			

2210-Information Technology Management				
LOS ANGELES,CALIFORNIA				
0343-Management and Program Analysis				
0819-Environmental Engineering				
1301-General Physical Science				
1315-Hydrology				
MADISON, WISCONSIN	**0**	**0**	**0**	**1**
0401-General Natural Resources Management and Biological Sciences				1
MONTCLAIR,NEW JERSEY				
0028-Environmental Protection Specialist				
MONTGOMERY,ALABAMA			**1**	
0318-Secretary			1	
0690-Industrial Hygiene				
1102-Contracting				
1301-General Physical Science				
1306-Health Physics				
1320-Chemistry				
1529-Mathematical Statistics				
1640-Facility Operations Services				
2210-Information Technology Management				
NEW YORK, NEW YORK	**1**	**8**	**1**	**8**
0028-Environmental Protection Specialist				
0401-General Natural Resources Management and Biological Sciences				
0819-Environmental Engineering				1
1301-General Physical Science				2
1320-Chemistry				
1350-Geology				
0201-Human Resources Management				
0260-Equal Employment Opportunity				
0301-Miscellaneous Administration and Program				
0303-Miscellaneous Clerk and Assistant		7		
0306-Government Information Specialist				
0308-Records Management				
0318-Secretary		1		
0326-Office Automation Clerical and Assistance	1			
0340-Program Management				
0341-Administrative Officer				
0342-Support Services Administration				
0343-Management and Program Analysis				
0415-Toxicology				
0501-Financial Administration and Program				
0505-Financial Management				
0510-Accounting				
0525-Accounting Technician				
0560-Budget Analysis				
0801-General Engineering				
0808-Architecture				

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0	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	
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	1				**1**				
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39	**1**	**14**	**0**	**0**	**72**	**27**	**12**	**15**	
4	1				5				
4					4				
16					17				
11					13				
1					1				
2					2	9	9		Region 2
1					1	1	1		
					7	7		7	
					1	1		1	
					1	1		1	

0901-General Legal and Kindred Administration			
0905-General Attorney			
0950-Paralegal Specialist			5
0963-Legal Instruments Examining		1	
1035-Public Affairs			
1102-Contracting			
1109-Grants Management			
1160-Financial Analysis			
1306-Health Physics			
1315-Hydrology			
1550-Computer Science			
1810-General Investigating			
2210-Information Technology Management			
NORTH CHELMSFORD,MASSACH			
0018-Safety and Occupational Health Management			
0028-Environmental Protection Specialist			
0318-Secretary			
0340-Program Management			
0342-Support Services Administration			
0343-Management and Program Analysis			
0401-General Natural Resources Management and Biological Sciences			
0819-Environmental Engineering			
1301-General Physical Science			
1320-Chemistry			
2210-Information Technology Management			
NORWOOD,OHIO			
0301-Miscellaneous Administration and Program			
0560-Budget Analysis			
PHILADELPHIA,PENNSYLVANI	**11**	**22**	**36**
0018-Safety and Occupational Health Management			
0028-Environmental Protection Specialist		9	14
0029-Environmental Protection Assistant	1		
0201-Human Resources Management			1
0260-Equal Employment Opportunity			
0301-Miscellaneous Administration and Program		1	
0303-Miscellaneous Clerk and Assistant	1		
0306-Government Information Specialist			1
0308-Records Management			
0318-Secretary	7	6	
0326-Office Automation Clerical and Assistance	1		
0340-Program Management			
0342-Support Services Administration		3	1
0343-Management and Program Analysis		2	2
0350-Equipment Operator	1		
0401-General Natural Resources Management and Biological Sciences			
0408-Ecology			
0414-Entomology			

		14		14	2	2	
				5	5		5
				1	1		1
10		**1**		**11**	**3**	**3**	
1		1		2	2	2	
9				9	1	1	
	1			**1**	**0**	**0**	**0**
				0	0	0	0
	1			1			
172	**73**	**58**	**0**	**372**	**135**	**100**	**35**
37	8	6		74	20	15	5
				1	1		1
2	1			4	2	1	1
	1			1	1	1	
	3	4		8	3	2	1
				1	1	1	
				1	1	1	
				13	8	5	3
				1	1		1
		4		4	4	4	
				4	2	1	1
2	1			7	3	2	1
				1	1	1	
5	3	1		9	3	3	
1	1			2	1		1

0415-Toxicology			
0457-Soil Conservation			
0501-Financial Administration and Program		1	5
0505-Financial Management			
0510-Accounting			
0525-Accounting Technician			
0560-Budget Analysis			
0819-Environmental Engineering			
0893-Chemical Engineering			
0905-General Attorney			
0950-Paralegal Specialist			2
1035-Public Affairs			1
1101-General Business and Industry			
1102-Contracting			
1109-Grants Management			4
1160-Financial Analysis			
1301-General Physical Science			1
1306-Health Physics			
1315-Hydrology			
1340-Meteorology			
1350-Geology			
1810-General Investigating			1
2210-Information Technology Management			3
(blank)			
PORTLAND,OR			
0028-Environmental Protection Specialist			
RICHLAND,WA			
1301-General Physical Science			
RICHMOND,VIRGINIA			
1301-General Physical Science			
SAN FRANCISCO,CALIFORNIA	**4**	**1**	**1**
0401-General Natural Resources Management and Biological Sciences			
0819-Environmental Engineering			
1301-General Physical Science			
0018-Safety and Occupational Health Management			
0028-Environmental Protection Specialist			1
0029-Environmental Protection Assistant	3		
0080-Security Administration			
0150-Geography			
0201-Human Resources Management			
0260-Equal Employment Opportunity			
0301-Miscellaneous Administration and Program		1	
0303-Miscellaneous Clerk and Assistant			
0306-Government Information Specialist			
0308-Records Management			
0318-Secretary	1		
0340-Program Management			

6	3		9	2	1	1	
1			1	1	1		
			6	2	1	1	
		1	1	1	1		
4	1		5	2	1	1	
	1		1	1	1		
49	11	11	71	20	17	3	
1			1	1	1		
	23	27	50	17	13	4	
1			3	2	1	1	
7	2		10	4	3	1	
3			7	2	1	1	
2			2	1	1		
41	10	4	56	18	15	3	
	1		1	1	1		
	1		1	1	1		
2	1		3	1	1		
2			3	3		3	
6	1		10	3	2	1	
	1		**1**	**0.5**	**0.5**		
	1		1	0.5	0.5		
		1	**1**	**1**	**1**		
		1	1	1	1		
	1		**1**	**1**	**1**	**0**	
	1		1	1	1		
9	**6**	**3**	**24**	**24**	**24**	**0**	

2	1		3	3	3	Region 9
4	1	1	7	7	7	
			3	3	3	
			1	1	1	
			1	1	1	

0341-Administrative Officer				
0342-Support Services Administration				
0343-Management and Program Analysis				
0391-Telecommunications				
0415-Toxicology				
0501-Financial Administration and Program				
0505-Financial Management				
0510-Accounting				
0560-Budget Analysis				
0561-Budget Clerical and Assistance				
0690-Industrial Hygiene				
0819-Environmental Engineering				
0893-Chemical Engineering				
0905-General Attorney				
1035-Public Affairs				
1071-Audiovisual Production				
1082-Writing and Editing				
1101-General Business and Industry				
1102-Contracting				
1109-Grants Management				
1301-General Physical Science				
1320-Chemistry				
1370-Cartography				
1410-Librarian				
1810-General Investigating				
2210-Information Technology Management				
SEATTLE,WA		**1**	**2**	**27**
0028-Environmental Protection Specialist			1	27
0029-Environmental Protection Assistant		1		
0408-Ecology				
0415-Toxicology				
0503-Financial Clerical and Assistance			1	
0343-Management and Program Analysis				
0401-General Natural Resources Management and Biological Sciences				
0415-Toxicology				
2210-Information Technology Management				
TITUSVILLE,PENNSYLVANIA				
1301-General Physical Science				
Various Locations	**0**	**13**	**63**	**57**
0401-General Natural Resources Management and Biological Sciences				
0415-Toxicology				
1301-General Physical Science				3
1320-Chemistry				
1350-Geology				
0301-Miscellaneous Administration and Program			17	5
0306-Government Information Specialist				
0308-Records Management				1

2					2	2	2	0	
	1	1			2	2	2		
	1				1	1	1		
3	2	1			6	3	3		
	1				1	1	1		
44	**2**				**76**	**17.5**	**15.5**	**2**	
35	2				65	13.5	13.5		
					1	1		1	
4					4	1	1		
5					5	1	1		
					1	1		1	
1					**1**	**1**	**1**	**0**	
1					1	1	1		
183	**151**	**199**	**0**	**0**	**666**	**78**	**32**	**46**	
	1	1			2				
	1				1				
12	5	9			29				
20	4	2			26				
1					1	5	3	2	OECA
5	1	2			30				
1					1				
1	1				3				

0318-Secretary			2	
0341-Administrative Officer			1	4
0344-Management and Program Clerical and Assistance		1		
0950-Paralegal Specialist				
0986-Legal Assistance		1		
1001-General Arts and Information				
1035-Public Affairs				
1083-Technical Writing and Editing				
1311-Physical Science Technician			1	
1412-Technical Information Services				
1601-Equipment, Facilities, and Services				
0340-Program Management				
0343-Management and Program Analysis		3	5	4
0560-Budget Analysis				
1160-Financial Analysis				
0819-Environmental Engineering				2
0830-Mechanical Engineering				
0893-Chemical Engineering				
1529-Mathematical Statistics				
1530-Statistics				
0028-Environmental Protection Specialist				
0303-Miscellaneous Clerk and Assistant		1		
0318-Secretary		3		
0343-Management and Program Analysis			1	2
0501-Financial Administration and Program		2	33	16
0503-Financial Clerical and Assistance		2		
0510-Accounting			2	18
0905-General Attorney				2
1801-General Inspection, Investigation, and Compliance				
2210-Information Technology Management			1	
WASHINGTON,DC	**2**	**10**	**20**	**41**
0301-Miscellaneous Administration and Program				
0343-Management and Program Analysis				
0501-Financial Administration and Program				
0905-General Attorney				
1035-Public Affairs				
0401-General Natural Resources Management and Biological Sciences				
0403-Microbiology				
0408-Ecology				
0415-Toxicology				
0801-General Engineering				
0819-Environmental Engineering				
0893-Chemical Engineering				
1301-General Physical Science				
1315-Hydrology				
1320-Chemistry				
1350-Geology				

				2				
				5				
				1				
1				1				
				1				
	2			2				
	1			1				
1				1				
				1				
	1			1				
1				1	5	2	3	OECA
	2	1		3				
35	18	29		94				
		1		1				
1				1	12	6	6	OECA
10	9	10		31				
1				1				
6	2	2		10				
	1			1				
	1			1	4	2	2	OECA
24	18	27		69	7	3	4	
				1	1		1	
				3	2		2	
11	2	2		18	3	3		
2	9	5		67	9	2	7	
				2	1		1	
28	11	10		69	11	2	9	
4	49	91		146	14	7	7	
4	1			5	1		1	
14	11	7		33	3	2	1	
383	**316**	**232**	**10**	**1014**	**304**	**414**	**21**	
6		6		12				
		2		2				
		1		1				
		2		2				
		1		1	3			OCSPP
13	3	2		18				
5	3			8				
	1			1				
	1			1	5			OW
1				1				
13	8	7		28				
1	3	1		5	3			OW
31	14	5		50				
1				1				
1	2			3				
	1	1		2				

1515-Operations Research				
1529-Mathematical Statistics				
0110-Economist				
0560-Budget Analysis				
0601-General Health Science				
1035-Public Affairs				
1109-Grants Management				
0301-Miscellaneous Administration and Program			1	3
0303-Miscellaneous Clerk and Assistant			1	
0341-Administrative Officer				
0343-Management and Program Analysis				
0344-Management and Program Clerical and Assistance			1	
0028-Environmental Protection Specialist				
0110-Economist				
0132-Intelligence Operations Specialist				
0190-General Anthropology				
0260-Equal Employment Opportunity				1
0301-Miscellaneous Administration and Program			6	13
0303-Miscellaneous Clerk and Assistant		3	3	
0306-Government Information Specialist				3
0308-Records Management				
0318-Secretary			4	2
0326-Office Automation Clerical and Assistance	2	3		
0335-Computer Clerk and Assistant				
0340-Program Management				
0341-Administrative Officer			1	1
0342-Support Services Administration				1
0343-Management and Program Analysis		1	2	13
0344-Management and Program Clerical and Assistance		2	1	
0360-Equal Opportunity Compliance				
0401-General Natural Resources Management and Biological Sciences			0	0
0415-Toxicology				
0482-Fish Biology				
0501-Financial Administration and Program				
0510-Accounting				
0511-Auditing				1
0560-Budget Analysis				
0601-General Health Science				
0602-Medical Officer				
0690-Industrial Hygiene				
0819-Environmental Engineering				
0830-Mechanical Engineering				
0861-Aerospace Engineering				
0893-Chemical Engineering				
0905-General Attorney				
0950-Paralegal Specialist				
1001-General Arts and Information				

		1		1				
	1			1	5			OW
5	3	1		9				
2	1			3				
	1	1		2				
1	6	1		8				
	1			1	2			OW
7	3	3		17				
				1				
	1			1				
26	19	14		59				
				1	5			OW
52	65	55		172		32	25	
1		3		4		4	3	
		1		1		1	1	
3	5			9		1	1	
20	24	12	6	81		41	52	2
				6		6	3	3
4		2		9		3	9	
1	1	1		3			3	
				6		4	3	3
				5		4	3	1
				2		1	2	
8	1	1		11		10	11	
108	74	53		249		79	166	1
				3		1	3	
	7	2		9		1	4	
	1	4		5		4	1	
		2		2		1	2	
2	4	1		7		2	3	2
3	1	1		6		4	2	2
6	3	1		10		3	9	
1				1		1	1	
	1	5		6		6	5	
1		1		2		1	1	
1	1	1	1	4		4	2	2
7	3	2		12		3	3	1

1035-Public Affairs				
1060-Photographer				
1082-Writing and Editing				
1084-Visual Information				
1101-General Business and Industry				
1102-Contracting				
1106-Procurement Clerical and Technician		1		
1109-Grants Management				3
1160-Financial Analysis				
1222-Patent Attorney				
1301-General Physical Science				
1306-Health Physics				
1320-Chemistry				
1412-Technical Information Services				
1529-Mathematical Statistics				
1530-Statistics				
1550-Computer Science				
1801-General Inspection, Investigation, and Compliance				
1860-Equal Opportunity Investigation				
2210-Information Technology Management				
(blank)				
WEBB CITY,MISSOURI				
1301-General Physical Science				
WHEELING,WEST VIRGINIA				
0028-Environmental Protection Specialist				
0401-General Natural Resources Management and Biological Sciences				
0819-Environmental Engineering				
1301-General Physical Science				
1315-Hydrology				
Grand Total	**4**	**79**	**138**	**296**

6	2	1			9	2	2	
1					1	1	1	
1					1	1	1	
1	2				3	1	3	
4	13	7			24	16	16	
					1	1	1	
3	3	1			10	6	6	
4	5	11		2	22	16	16	1
		2			2	2		
	1				1		1	
1					1	1	1	
35	27	12			74	15	46	3
				1	1	1	1	
1					**1**			
1					1			
4					**4**	**4**	**4**	**0**
1					1	1	1	
1					1	1	1	
1					1	1	1	
1					1	1	1	
1298	**892.5**	**780.5**	**2**	**17**	**3508**	**1154**	**1134**	**146**
					Region 7	45		
					OEI	30		
					Total	1229		

	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
OARM	702	121	164	643
OAR	1155	184	271	1002
OCFO	315	51	83	283
OECA	730	176	164	686
OIG	276	44	58	251
OITA	74	12	19	70
AO	730	76	80	311
OEI	348	71	81	312
OGC	234	37	51	183
OLEM	495	113	134	451
ORD	1794	427	324	1463
OCSPP	1147	203	225	876
OW	602	103	94	502
REGION 1	568	137	201	521
REGION 2	785	205	238	726
REGION 3	828	199	217	722
REGION 4	914	166	297	823
REGION 5	1086	258	309	978
REGION 6	748	227	166	669
REGION 7	522	75	112	444
REGION 8	529	98	127	491
REGION 9	741	145	208	677
REGION 10	548	108	124	501
EPA	**15871**	**3236**	**3747**	**13585**

VSIP

When an agency has received approval from OPM to offer VSIPs, any employee (as defined in 5 U.S.C. 2105) who meets these general eligibility requirements may receive an offer. The employee must:

1. Be serving in an appointment without time limit;
2. Be currently employed by the Executive Branch of the Federal Government for a continuous period of at least 3 years;
3. Be serving in a position covered by an agency VSIP plan (i.e., in the specific geographic area, organization, series and grade);
4. Apply for and receive approval for a VSIP from the agency making the VSIP offer; and
5. Not be included in any of the ineligibility categories listed below.

Employees in the following categories are not eligible for a VSIP:

1. Are reemployed annuitants;
2. Have a disability such that the individual is or would be eligible for disability retirement;
3. Have received a decision notice of involuntary separation for misconduct or poor performance;
4. Previously received any VSIP from the Federal Government;
5. During the 36-month period preceding the date of separation, performed service for which a student loan repayment benefit was paid, or is to be paid;
6. During the 24-month period preceding the date of separation, performed service for which a recruitment or relocation incentive was paid, or is to be paid; and
7. During the 12-month period preceding the date of separation, performed service for which a retention incentive was paid, or is to be paid.

VERA

To be eligible to retire under VERA, an employee must:

(1) Meet the VERA minimum age and service requirements (i.e., the employee has completed at least 20 years of creditable service and is at least age 50, or has completed at least 25 years of creditable service regardless of age);

The minimum age and service requirements are set by statute in 5 U.S.C. 8336(d)(2) for CSRS employees, and in 5 U.S.C. 8414(b)(1) for FERS employees. OPM has no authority to waive either the minimum age or service requirement for VERA eligibility.

(2) Have been continuously employed by the agency for at least 31 days before the date that the agency initially requested OPM approval of VERA;

(3) Hold a position that is not a time-limited appointment;

(4) Have not received a final removal decision based upon misconduct, or unacceptable performance;

(5) Hold a position covered by the agency's VERA; and

(6) Retire under the VERA option during the agency's VERA window.

OARM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATLANTA,GEORGIA	**2**	**2**		**2**														
1801-General Inspection, Investigation, and Compliance	1	1		1														
905-General Attorney	1	1		1														
BOSTON,MASSACHUSETTS	**1**			**1**														
343-Management and Program Analysis	1			1														
CHICAGO,ILLINOIS	**1**			**1**														
905-General Attorney	1			1														
CINCINNATI,OHIO	**68**	**9**	**21**	**65**														
1102-Contracting	2			1														
1301-General Physical Science	1		1	1														
1410-Librarian	1			1														
1654-Printing Services	1	1		1														
18-Safety and Occupational Health Management	2		2	2														
2010-Inventory Management	1			1														
201-Human Resources Management	29	4	10	28														
203-Human Resources Assistance	2			2														
2210-Information Technology Management	6		2	5														
318-Secretary	2	1		2														
340-Program Management	1			1														
343-Management and Program Analysis	12	3	3	12														
391-Telecommunications	2		1	2														
801-General Engineering	4		1	4														
80-Security Administration	1			1														
830-Mechanical Engineering	1		1	1														
DURHAM,NORTH CAROLINA	**131**	**11**	**19**	**111**														
1102-Contracting	33	4	8	31														
1301-General Physical Science	1																	
1640-Facility Operations Services	6		1	5														
18-Safety and Occupational Health Management	1			1														
2010-Inventory Management	1																	

201-Human Resources Management	55	3	6	44
203-Human Resources Assistance	5			4
2210-Information Technology Management	10	1	3	8
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	2			2
340-Program Management	3			3
341-Administrative Officer	1			1
343-Management and Program Analysis	2	1	1	2
511-Auditing	1	1		1
801-General Engineering	1	1		1
80-Security Administration	1			1
830-Mechanical Engineering	4			4
850-Electrical Engineering	2			2
899-Engineering and Architecture Student Trainee	1			1
LAS VEGAS,NEVADA	**21**	**2**	**5**	**18**
201-Human Resources Management	18	2	5	15
203-Human Resources Assistance	2			2
318-Secretary	1			1
MOREHEAD CITY,NORTH CARO	**1**		**1**	**1**
201-Human Resources Management	1		1	1
NEW BERN,NORTH CAROLINA	**1**			**1**
201-Human Resources Management	1			1
NORWOOD,OHIO	**37**	**4**	**6**	**34**
1102-Contracting	36	3	6	33
301-Miscellaneous Administration and Program	1	1		1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
905-General Attorney	1			1
SAN FRANCISCO,CALIFORNIA	**1**			**1**
343-Management and Program Analysis	1			1
WASHINGTON,DC	**433**	**93**	**112**	**407**
1001-General Arts and Information	1		1	1
1102-Contracting	96	19	24	90
1103-Industrial Property Management	1			1
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	22	6	5	22

1170-Realty	1			1
1640-Facility Operations Services	2		2	2
1654-Printing Services	1			1
1712-Training Instruction	1			1
1750-Instructional Systems	2			1
1801-General Inspection, Investigation, and Compliance	2		1	2
18-Safety and Occupational Health Management	3		1	3
201-Human Resources Management	37	11	8	34
203-Human Resources Assistance	2	1	1	2
2101-Transportation Specialist	1			
2210-Information Technology Management	25	1	9	25
28-Environmental Protection Specialist	1			1
301-Miscellaneous Administration and Program	21	7	7	20
303-Miscellaneous Clerk and Assistant	2	2		2
306-Government Information Specialist	3	2	1	3
318-Secretary	2	1	1	2
326-Office Automation Clerical and Assistance	2	1		2
340-Program Management	7	2	2	7
341-Administrative Officer	2		1	2
342-Support Services Administration	11	6	3	11
343-Management and Program Analysis	106	21	24	99
344-Management and Program Clerical and Assistance	1			1
351-Printing Clerical	1		1	1
391-Telecommunications	1	1		1
510-Accounting	4	1	1	4
511-Auditing	5	2	2	5
690-Industrial Hygiene	1	1		1
801-General Engineering	1			1
804-Fire Protection Engineering	2		1	1
808-Architecture	5	2		4
80-Security Administration	18	2	4	17
810-Civil Engineering	1	1		1
819-Environmental Engineering	1			1
830-Mechanical Engineering	4		1	3
850-Electrical Engineering	1			1

905-General Attorney	26	2	7	23														
935-Adminstrative Law Judge	3		2	3														
950-Paralegal Specialist	1		1	1														
#N/A	2		1	2														
Grand Total	**698**	**121**	**164**	**643**														

OAR	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANN ARBOR,MICHIGAN	**282**	**46**	**73**	**248**														
1102-Contracting	1			1														
110-Economist	3			1														
1301-General Physical Science	21	1	8	16														
1320-Chemistry	7	3		5														
1399-Physical Science Student Trainee	1																	
1550-Computer Science	4	2		4														
1640-Facility Operations Services	4			2														
1801-General Inspection, Investigation, and Compliance	14	2	3	14														
1910-Quality Assurance	1			1														
201-Human Resources Management	2			2														
2210-Information Technology Management	8	1	2	8														
28-Environmental Protection Specialist	51	11	16	50														
301-Miscellaneous Administration and Program	13	2	3	11														
318-Secretary	1		1	1														
343-Management and Program Analysis	11		1	11														
4714-Model Making	1			1														
801-General Engineering	21	2	4	21														
802-Engineering Technical	12	2	4	8														
803-Safety Engineering	1	1		1														
819-Environmental Engineering	14	2	5	13														
830-Mechanical Engineering	62	12	19	57														
850-Electrical Engineering	4	2		4														
854-Computer Engineering	2		1	2														
893-Chemical Engineering	12	3	6	12														
899-Engineering and Architecture Student Trainee	4																	
905-General Attorney	3			2														
99-General Student Trainee	4																	
ANNAPOLIS,MARYLAND	**1**			**1**														
343-Management and Program Analysis	1			1														
AUTAUGA,ALABAMA	**1**																	
1320-Chemistry	1																	
DALLAS,TEXAS	**1**			**1**														

1301-General Physical Science	1			1
DURHAM,NORTH CAROLINA	**345**	**54**	**78**	**294**
1035-Public Affairs	1			1
1101-General Business and Industry	7	1		7
110-Economist	9	1		7
1301-General Physical Science	66	13	4	49
1530-Statistics	6		1	4
2210-Information Technology Management	9	1		8
28-Environmental Protection Specialist	112	15	32	98
301-Miscellaneous Administration and Program	27	8	7	25
306-Government Information Specialist	1			1
340-Program Management	7	2	3	7
343-Management and Program Analysis	14	3	3	14
401-General Natural Resources Management and Biological Sciences	3			3
408-Ecology	1			1
501-Financial Administration and Program	1		1	1
560-Budget Analysis	2		1	2
601-General Health Science	12	1	1	7
819-Environmental Engineering	64	9	25	56
893-Chemical Engineering	3			3
LAS VEGAS,NEVADA	**23**	**8**	**3**	**22**
1102-Contracting	1			
1301-General Physical Science	10	4	1	10
1306-Health Physics	1			1
2210-Information Technology Management	1			1
28-Environmental Protection Specialist	5	2	1	5
303-Miscellaneous Clerk and Assistant	1	1		1
343-Management and Program Analysis	2	1	1	2
690-Industrial Hygiene	1			1
819-Environmental Engineering	1			1
MONTGOMERY,ALABAMA	**39**	**9**	**10**	**32**
1102-Contracting	1			1
1301-General Physical Science	25	7	7	23
1306-Health Physics	1			1
1320-Chemistry	6	1	2	3
1529-Mathematical Statistics	1		1	1
1640-Facility Operations Services	1			1
2210-Information Technology Management	2			

318-Secretary	1	1		1
690-Industrial Hygiene	1			1
SAN DIEGO,CALIFORNIA	**1**	**1**		**1**
301-Miscellaneous Administration and Program	1	1		1
WASHINGTON NAVY YARD,DC	**1**			
1301-General Physical Science	1			
WASHINGTON,DC	**450**	**66**	**107**	**403**
1035-Public Affairs	21		2	17
1102-Contracting	4			4
110-Economist	18	3	2	17
1301-General Physical Science	43	9	4	36
1306-Health Physics	5	1	2	5
1320-Chemistry	3		2	3
1350-Geology	2			
1515-Operations Research	1	1		1
1530-Statistics	2	1		2
1550-Computer Science	1			
1801-General Inspection, Investigation, and Compliance	1			1
2210-Information Technology Management	9	2	3	9
28-Environmental Protection Specialist	160	8	36	137
301-Miscellaneous Administration and Program	18	5	7	18
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	6	1	3	6
340-Program Management	6	2	1	5
341-Administrative Officer	1	1		1
343-Management and Program Analysis	89	20	28	86
344-Management and Program Clerical and Assistance	3	2	1	3
399-Administration and Office Support Student Trainee	1			
401-General Natural Resources Management and Biological Sciences	6	2		6
408-Ecology	1			1
801-General Engineering	3		1	3
819-Environmental Engineering	33	5	11	31
830-Mechanical Engineering	2		1	2
861-Aerospace Engineering	1			1
893-Chemical Engineering	2	1		2
905-General Attorney	4	1	2	4
99-General Student Trainee	2			
#N/A	1		1	1

Grand Total	**1144**	**184**	**271**	**1002**														

OCFO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CHAMPAIGN,ILLINOIS	**1**			**1**														
1160-Financial Analysis	1			1														
CINCINNATI,OHIO	**6**		**1**	**6**														
2210-Information Technology Management	1			1														
501-Financial Administration and Program	3			3														
510-Accounting	2		1	2														
DURHAM,NORTH CAROLINA	**57**	**8**	**16**	**51**														
2210-Information Technology Management	12	1	7	12														
2299-Information Technology Student Trainee	1																	
301-Miscellaneous Administration and Program	1			1														
343-Management and Program Analysis	2		1	2														
399-Administration and Office Support Student Trainee	3																	
501-Financial Administration and Program	22	4	6	21														
510-Accounting	16	3	2	15														
LAS VEGAS,NEVADA	**19**	**3**	**7**	**15**														
2210-Information Technology Management	1																	
318-Secretary	1			1														
501-Financial Administration and Program	12	2	5	9														
503-Financial Clerical and Assistance	1			1														
510-Accounting	4	1	2	4														
NORWOOD,OHIO	**44**	**5**	**6**	**43**														
343-Management and Program Analysis	2		1	2														
501-Financial Administration and Program	20	3	1	19														
510-Accounting	21	2	4	21														
599-Financial Management Student Trainee	1			1														
WASHINGTON,DC	**186**	**35**	**53**	**167**														
1035-Public Affairs	1			1														
1160-Financial Analysis	1			1														
2210-Information Technology Management	31	2	8	28														
301-Miscellaneous Administration and Program	3	2	1	3														

303-Miscellaneous Clerk and Assistant	1	1		1													
318-Secretary	3	3		2													
340-Program Management	1	1		1													
341-Administrative Officer	2		2	2													
343-Management and Program Analysis	81	13	18	73													
399-Administration and Office Support Student Trainee	1																
501-Financial Administration and Program	18	2	9	18													
503-Financial Clerical and Assistance	1	1		1													
510-Accounting	33	8	12	29													
560-Budget Analysis	4	2		4													
599-Financial Management Student Trainee	2																
905-General Attorney	1		1	1													
#N/A	2		2	2													
Grand Total	**313**	**51**	**83**	**283**													

OECA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ALBUQUERQUE,NEW MEXICO	**1**			**1**														
819-Environmental Engineering	1			1														
ANCHORAGE,ALASKA	**3**			**2**														
1811-Criminal Investigating	3			2														
ARLINGTON,VIRGINIA	**3**			**3**														
1811-Criminal Investigating	3			3														
ATLANTA,GEORGIA	**8**	**2**		**8**														
1301-General Physical Science	1			1														
1811-Criminal Investigating	7	2		7														
BALTIMORE,MARYLAND	**2**			**2**														
1811-Criminal Investigating	2			2														
BATON ROUGE,LOUISIANA	**2**			**2**														
1811-Criminal Investigating	2			2														
BISMARCK,NORTH DAKOTA	**2**			**2**														
1811-Criminal Investigating	2			2														
BOISE,IDAHO	**2**	**1**		**2**														
1811-Criminal Investigating	2	1		2														
BOSTON,MASSACHUSETTS	**8**	**4**		**8**														
1811-Criminal Investigating	6	3		6														
301-Miscellaneous Administration and Program	1	1		1														
905-General Attorney	1			1														
BRUNSWICK,GEORGIA	**3**		**1**	**3**														
1811-Criminal Investigating	2			2														
343-Management and Program Analysis	1		1	1														
BUFFALO,NEW YORK	**2**			**2**														
1811-Criminal Investigating	2			2														
CHARLESTON,WEST VIRGINIA	**1**	**1**		**1**														
1811-Criminal Investigating	1	1		1														
CHARLOTTE,NORTH CAROLINA	**2**			**2**														
1811-Criminal Investigating	2			2														
CHICAGO,ILLINOIS	**7**	**1**		**7**														
1301-General Physical Science	1			1														
1811-Criminal Investigating	5	1		5														

893-Chemical Engineering	1			1
CLEVELAND,OHIO	**6**	**1**	**1**	**6**
1811-Criminal Investigating	5	1		5
301-Miscellaneous Administration and Program	1		1	1
DALLAS,TEXAS	**8**	**1**	**1**	**8**
1301-General Physical Science	1			1
1811-Criminal Investigating	6	1		6
301-Miscellaneous Administration and Program	1		1	1
DENVER,COLORADO	**15**	**2**	**2**	**15**
1811-Criminal Investigating	6	1		6
28-Environmental Protection Specialist	1		1	1
341-Administrative Officer	1			1
819-Environmental Engineering	2		1	2
893-Chemical Engineering	1			1
905-General Attorney	3			3
986-Legal Assistance	1	1		1
DETROIT,MICHIGAN	**2**			**2**
1811-Criminal Investigating	2			2
DURHAM,NORTH CAROLINA	**1**			**1**
1811-Criminal Investigating	1			1
EDISON,NEW JERSEY	**6**	**3**		**6**
1301-General Physical Science	1	1		1
1801-General Inspection, Investigation, and Compliance	1			1
1811-Criminal Investigating	4	2		4
GLYNCO,GEORGIA	**3**	**2**		**3**
1811-Criminal Investigating	2	1		2
301-Miscellaneous Administration and Program	1	1		1
GREENSBORO,NORTH CAROLIN	**1**			**1**
343-Management and Program Analysis	1			1
GULF BREEZE,FLORIDA	**3**			**3**
1811-Criminal Investigating	3			3
HELENA,MONTANA	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
HONOLULU,HAWAII	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
HOUSTON,TEXAS	**6**	**2**		**5**
1811-Criminal Investigating	5	1		4
301-Miscellaneous Administration and Program	1	1		1

INDIANAPOLIS,INDIANA	**1**			**1**
1811-Criminal Investigating	1			1
JACKSONVILLE,FLORIDA	**8**	**2**		**8**
1811-Criminal Investigating	7	2		7
301-Miscellaneous Administration and Program	1			1
KANSAS CITY,KANSAS	**1**			**1**
1811-Criminal Investigating	1			1
KNOXVILLE,TENNESSEE	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
LAKEWOOD,COLORADO	**79**	**23**	**23**	**77**
1083-Technical Writing and Editing	1	1		1
1301-General Physical Science	5	1		5
1311-Physical Science Technician	1	1		1
1320-Chemistry	27	11	7	26
1530-Statistics	1			1
1601-Equipment, Facilities, and Services	1			1
1801-General Inspection, Investigation, and Compliance	1			1
1811-Criminal Investigating	2	1		2
2210-Information Technology Management	7	1	3	7
28-Environmental Protection Specialist	2	1		2
301-Miscellaneous Administration and Program	3	2	1	3
340-Program Management	4		2	3
343-Management and Program Analysis	3	2		3
344-Management and Program Clerical and Assistance	1		1	1
415-Toxicology	1			1
819-Environmental Engineering	11	1	8	11
830-Mechanical Engineering	1			1
893-Chemical Engineering	2			2
905-General Attorney	5	1	1	5
LENEXA,KANSAS	**9**	**3**		**9**
1811-Criminal Investigating	6	1		6
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	1	1		1
905-General Attorney	1	1		1
LOS ANGELES,CALIFORNIA	**5**	**1**	**1**	**5**
1811-Criminal Investigating	4	1		4
301-Miscellaneous Administration and Program	1		1	1
LOUISVILLE,KENTUCKY	**1**			**1**

1811-Criminal Investigating	1			1
MIAMI,FLORIDA	**3**	**1**		**3**
1811-Criminal Investigating	2	1		2
905-General Attorney	1			1
MIAMI-DADE,FLORIDA	**1**	**1**		**1**
1811-Criminal Investigating	1	1		1
MINNEAPOLIS,MINNESOTA	**2**			**2**
1811-Criminal Investigating	2			2
MISSOULA,MONTANA	**1**			**1**
1811-Criminal Investigating	1			1
NASHVILLE,TENNESSEE	**2**			**2**
1811-Criminal Investigating	2			2
NEW HAVEN,CONNECTICUT	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
NEW YORK, NEW YORK	**6**	**2**		**6**
1811-Criminal Investigating	5	2		5
301-Miscellaneous Administration and Program	1			1
PHILADELPHIA,PENNSYLVANI	**6**	**3**		**6**
1811-Criminal Investigating	5	3		5
301-Miscellaneous Administration and Program	1			1
PHOENIX,ARIZONA	**2**	**1**	**1**	**2**
1811-Criminal Investigating	1	1		1
301-Miscellaneous Administration and Program	1		1	1
PORTLAND,OREGON	**2**			**2**
1811-Criminal Investigating	2			2
SACRAMENTO,CALIFORNIA	**1**			**1**
1811-Criminal Investigating	1			1
SALT LAKE CITY,UTAH	**2**			**2**
1811-Criminal Investigating	2			2
SAN DIEGO,CALIFORNIA	**1**			**1**
1811-Criminal Investigating	1			1
SAN FRANCISCO,CALIFORNIA	**8**	**4**		**8**
1301-General Physical Science	1	1		1
1811-Criminal Investigating	6	2		6
301-Miscellaneous Administration and Program	1	1		1
SAN JUAN,PUERTO RICO	**2**			**2**
1811-Criminal Investigating	2			2
SEATTLE,WASHINGTON	**7**	**2**		**7**

1801-General Inspection, Investigation, and Compliance	1	1		1
1811-Criminal Investigating	5	1		5
301-Miscellaneous Administration and Program	1			1
ST LOUIS,MISSOURI	**2**			**2**
1811-Criminal Investigating	2			2
SYRACUSE,NEW YORK	**3**	**1**		**3**
1811-Criminal Investigating	3	1		3
TAMPA,FLORIDA	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
WASHINGTON,DC	**466**	**107**	**134**	**426**
1001-General Arts and Information	2			2
1035-Public Affairs	1	1		1
110-Economist	1			
1160-Financial Analysis	1			1
1301-General Physical Science	25	6	4	19
1350-Geology	1	1		1
1412-Technical Information Services	1			1
1529-Mathematical Statistics	1		1	1
1801-General Inspection, Investigation, and Compliance	2	1		2
1811-Criminal Investigating	16	2		16
2210-Information Technology Management	26	9	6	26
28-Environmental Protection Specialist	66	14	24	66
301-Miscellaneous Administration and Program	14	5	7	14
306-Government Information Specialist	1			1
308-Records Management	3		1	3
318-Secretary	2		1	2
340-Program Management	7	2	3	6
341-Administrative Officer	5		1	4
343-Management and Program Analysis	96	24	33	88
401-General Natural Resources Management and Biological Sciences	5	1	1	2
560-Budget Analysis	1			1
819-Environmental Engineering	18	4	8	17
893-Chemical Engineering	6	1	4	6
905-General Attorney	164	36	39	145
950-Paralegal Specialist	1		1	1
WHEELING,WEST VIRGINIA	**2**			**2**
1811-Criminal Investigating	2			2
Grand Total	**730**	**176**	**164**	**686**

OIG	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**7**	**1**	**1**	**7**														
1811-Criminal Investigating	5	1		5														
2210-Information Technology Management	2		1	2														
ATLANTA,GEORGIA	**14**	**3**	**1**	**13**														
1811-Criminal Investigating	4			4														
343-Management and Program Analysis	4	2		3														
511-Auditing	6	1	1	6														
BOSTON,MASSACHUSETTS	**9**	**2**	**4**	**9**														
1811-Criminal Investigating	1			1														
2210-Information Technology Management	1		1	1														
303-Miscellaneous Clerk and Assistant	1		1	1														
343-Management and Program Analysis	3	1	1	3														
511-Auditing	3	1	1	3														
CHICAGO,ILLINOIS	**23**	**1**	**5**	**22**														
101-Social Science	2	1		2														
1811-Criminal Investigating	3			3														
201-Human Resources Management	1		1	1														
2210-Information Technology Management	1		1	1														
343-Management and Program Analysis	6		2	6														
511-Auditing	7		1	6														
601-General Health Science	3			3														
CINCINNATI,OHIO	**8**	**1**	**1**	**6**														
343-Management and Program Analysis	2			2														
511-Auditing	4	1	1	4														
599-Financial Management Student Trainee	2																	
DALLAS,TEXAS	**8**	**1**	**2**	**8**														
1811-Criminal Investigating	3	1		3														
343-Management and Program Analysis	1			1														
511-Auditing	4		2	4														

DENVER,COLORADO	**11**	**3**	**1**	**10**
1811-Criminal Investigating	3	1		2
343-Management and Program Analysis	4		1	4
511-Auditing	3	1		3
801-General Engineering	1	1		1
DURHAM,NORTH CAROLINA	**17**	**3**	**3**	**15**
101-Social Science	1			1
1811-Criminal Investigating	2	1		2
303-Miscellaneous Clerk and Assistant	1		1	1
343-Management and Program Analysis	4	1		4
511-Auditing	9	1	2	7
KANSAS CITY,KANSAS	**2**		**1**	**2**
343-Management and Program Analysis	1			1
511-Auditing	1		1	1
LENEXA,KANSAS	**5**	**1**	**2**	**5**
343-Management and Program Analysis	4	1	2	4
511-Auditing	1			1
NEW YORK, NEW YORK	**8**	**3**	**1**	**8**
1301-General Physical Science	1			1
1811-Criminal Investigating	3	2		3
343-Management and Program Analysis	2	1		2
511-Auditing	1		1	1
601-General Health Science	1			1
NORWOOD,OHIO	**2**		**1**	**2**
343-Management and Program Analysis	1			1
511-Auditing	1		1	1
PHILADELPHIA,PENNSYLVANI	**16**	**1**	**3**	**16**
101-Social Science	1			1
1035-Public Affairs	1	1		1
1811-Criminal Investigating	1			1
2210-Information Technology Management	1		1	1
343-Management and Program Analysis	6			6
511-Auditing	5		2	5
601-General Health Science	1			1

SAN FRANCISCO,CALIFORNIA	**12**	**2**	**2**	**11**
1301-General Physical Science	1			1
1811-Criminal Investigating	3			2
343-Management and Program Analysis	2	1		2
511-Auditing	5	1	2	5
601-General Health Science	1			1
SEATTLE,WASHINGTON	**9**	**2**	**3**	**9**
101-Social Science	1			1
1320-Chemistry	1	1		1
1811-Criminal Investigating	2			2
343-Management and Program Analysis	2	1		2
511-Auditing	3		3	3
WASHINGTON,DC	**121**	**19**	**27**	**107**
1035-Public Affairs	4			4
1082-Writing and Editing	2			2
1102-Contracting	1	1		1
1811-Criminal Investigating	18	2	1	17
201-Human Resources Management	4		1	4
2210-Information Technology Management	16	1	2	13
301-Miscellaneous Administration and Program	4	1		4
340-Program Management	4	1	2	4
341-Administrative Officer	2	1	1	2
343-Management and Program Analysis	15	1	4	11
415-Toxicology	1		1	1
511-Auditing	37	8	13	34
560-Budget Analysis	2		1	1
819-Environmental Engineering	1			1
905-General Attorney	10	3	1	8
WINCHESTER,TENNESSEE	**1**	**1**		**1**
1811-Criminal Investigating	1	1		1
Grand Total	**273**	**44**	**58**	**251**

OITA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**1**			**1**														
301-Miscellaneous Administration and Program	1			1														
WASHINGTON,DC	**73**	**12**	**19**	**69**														
2210-Information Technology Management	1			1														
28-Environmental Protection Specialist	5	1		5														
301-Miscellaneous Administration and Program	45	6	12	41														
303-Miscellaneous Clerk and Assistant	2	2		2														
340-Program Management	5	2	3	5														
343-Management and Program Analysis	15	1	4	15														
Grand Total	**74**	**12**	**19**	**70**														

AO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BOSTON,MASSACHUSETTS	**1**	**1**		**1**														
301-Miscellaneous Administration and Program	1	1		1														
CINCINNATI,OHIO	**1**	**1**		**1**														
260-Equal Employment Opportunity	1	1		1														
DURHAM,NORTH CAROLINA	**3**	**1**	**1**	**3**														
260-Equal Employment Opportunity	2	1		2														
28-Environmental Protection Specialist	1		1	1														
LAS VEGAS,NEVADA	**1**			**1**														
260-Equal Employment Opportunity	1			1														
LOS ANGELES,CALIFORNIA	**1**			**1**														
343-Management and Program Analysis	1			1														
PRINCETON,NEW JERSEY	**1**			**1**														
893-Chemical Engineering	1			1														
SAN FRANCISCO,CALIFORNIA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
WASHINGTON,DC	**335**	**72**	**79**	**302**														
1001-General Arts and Information	13	3		13														
101-Social Science	1			1														
1035-Public Affairs	13	1	3	12														
1060-Photography	1	1		1														
1071-Audiovisual Production	2			2														
1082-Writing and Editing	1			1														
1084-Visual Information	1			1														
1101-General Business and Industry	3		2	3														
110-Economist	28	3	4	28														
1301-General Physical Science	11	5	3	11														
132-Intelligence	2		1	2														
1811-Criminal Investigating	1			1														
2210-Information Technology Management	5		1	5														
260-Equal Employment Opportunity	11	3	2	10														
28-Environmental Protection Specialist	42	7	11	40														
301-Miscellaneous Administration and Program	67	19	16	56														
303-Miscellaneous Clerk and Assistant	5	2		5														

308-Records Management	1		1	1														
326-Office Automation Clerical and Assistance	3	1		3														
340-Program Management	16	2	5	9														
343-Management and Program Analysis	83	19	26	79														
401-General Natural Resources Management and Biological Sciences	5	2	1	5														
415-Toxicology	1	1		1														
560-Budget Analysis	1	1		1														
601-General Health Science	4			2														
819-Environmental Engineering	4		2	3														
905-General Attorney	8	1	1	5														
#N/A	2	1		1														
Grand Total	**344**	**75**	**80**	**311**														

OEI	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATLANTA,GEORGIA	**1**			**1**														
2210-Information Technology Management	1			1														
BOSTON,MASSACHUSETTS	**1**			**1**														
2210-Information Technology Management	1			1														
CINCINNATI,OHIO	**1**	**1**		**1**														
343-Management and Program Analysis	1	1		1														
DENVER,COLORADO	**1**		**1**	**1**														
2210-Information Technology Management	1		1	1														
DURHAM,NORTH CAROLINA	**63**	**16**	**14**	**57**														
1101-General Business and Industry	1			1														
1301-General Physical Science	1	1		1														
2210-Information Technology Management	47	10	11	41														
301-Miscellaneous Administration and Program	2			2														
340-Program Management	1	1		1														
343-Management and Program Analysis	8	2	3	8														
501-Financial Administration and Program	1	1		1														
510-Accounting	1	1		1														
#N/A	1			1														
LAS VEGAS,NEVADA	**1**	**1**		**1**														
2210-Information Technology Management	1	1		1														
NEW YORK, NEW YORK	**1**			**1**														
2210-Information Technology Management	1			1														
PHILADELPHIA,PENNSYLVANI	**1**																	
2210-Information Technology Management	1																	
SEATTLE,WASHINGTON	**2**			**2**														
2210-Information Technology Management	2			2														
WASHINGTON,DC	**270**	**53**	**66**	**247**														
1035-Public Affairs	1																	
1101-General Business and Industry	3			3														
1301-General Physical Science	1	1		1														

1529-Mathematical Statistics	1	1		1
2210-Information Technology Management	92	17	15	82
28-Environmental Protection Specialist	14	3	2	14
301-Miscellaneous Administration and Program	20	2	5	18
306-Government Information Specialist	7	4	2	7
308-Records Management	4	1	1	4
318-Secretary	2		1	1
335-Computer Clerk and Assistant	1			
340-Program Management	5	2	1	5
341-Administrative Officer	1			1
343-Management and Program Analysis	104	20	35	98
399-Administration and Office Support Student Trainee	1			1
501-Financial Administration and Program	1	1		1
510-Accounting	3	1	1	3
560-Budget Analysis	6		3	6
905-General Attorney	1			1
#N/A	2			
Grand Total	**342**	**71**	**81**	**312**

OGC	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CINCINNATI,OHIO	**2**		**1**	**2**														
905-General Attorney	2		1	2														
DURHAM,NORTH CAROLINA	**2**	**2**		**2**														
905-General Attorney	2	2		2														
SAN DIEGO,CALIFORNIA	**1**		**1**	**1**														
905-General Attorney	1		1	1														
WASHINGTON,DC	**223**	**35**	**49**	**178**														
1222-Patent Attorney	1		1	1														
1860-Equal Opportunity Investigation	1	1		1														
2210-Information Technology Management	4		1	4														
28-Environmental Protection Specialist	3	1		2														
301-Miscellaneous Administration and Program	13	4	3	13														
306-Government Information Specialist	1			1														
340-Program Management	2	1	1	2														
341-Administrative Officer	1			1														
343-Management and Program Analysis	8	1		7														
344-Management and Program Clerical and Assistance	9	1	2	4														
360-Equal Opportunity Compliance	2	1	1	2														
560-Budget Analysis	1			1														
905-General Attorney	173	25	37	136														
950-Paralegal Specialist	2		1	1														
#N/A	2		2	2														
Grand Total	**228**	**37**	**51**	**183**														

OLEM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**269**	**65**	**71**	**234**														
1035-Public Affairs	4			4														
110-Economist	9		1	3														
1301-General Physical Science	35	11	7	32														
1320-Chemistry	5	1	2	4														
1350-Geology	2	1		2														
2210-Information Technology Management	13	1	3	12														
28-Environmental Protection Specialist	74	19	25	71														
301-Miscellaneous Administration and Program	3	2	1	3														
303-Miscellaneous Clerk and Assistant	2	2		2														
318-Secretary	1			1														
340-Program Management	9	3	5	8														
343-Management and Program Analysis	64	17	16	59														
344-Management and Program Clerical and Assistance	2		1	2														
401-General Natural Resources Management and Biological Sciences	7			1														
415-Toxicology	1																	
601-General Health Science	5	1	1	4														
819-Environmental Engineering	22	4	6	18														
881-Petroleum Engineering	1	1		1														
893-Chemical Engineering	10	2	3	7														
ATHENS,GEORGIA	**1**	**1**		**1**														
1301-General Physical Science	1	1		1														
BOSTON,MASSACHUSETTS	**3**	**1**		**3**														
28-Environmental Protection Specialist	2	1		2														
819-Environmental Engineering	1			1														
CINCINNATI,OHIO	**7**	**3**	**2**	**7**														
1301-General Physical Science	2	1		2														
1306-Health Physics	2	1	1	2														
28-Environmental Protection Specialist	1		1	1														
401-General Natural Resources Management and Biological Sciences	1	1		1														
819-Environmental Engineering	1			1														
DENVER,COLORADO	**1**			**1**														
819-Environmental Engineering	1			1														

DURHAM,NORTH CAROLINA	**4**	**1**		**4**
1320-Chemistry	1	1		1
343-Management and Program Analysis	1			1
830-Mechanical Engineering	1			1
893-Chemical Engineering	1			1
EDISON,NEW JERSEY	**20**	**7**	**2**	**17**
1301-General Physical Science	12	4	1	10
1320-Chemistry	4	2		3
343-Management and Program Analysis	2	1		2
401-General Natural Resources Management and Biological Sciences	1		1	1
819-Environmental Engineering	1			1
ERLANGER,KENTUCKY	**1**			**1**
343-Management and Program Analysis	1			1
KANSAS CITY,KANSAS	**1**			**1**
1320-Chemistry	1			1
LAS VEGAS,NEVADA	**11**	**2**	**2**	**9**
1301-General Physical Science	7	1	1	5
1320-Chemistry	1			1
343-Management and Program Analysis	1	1		1
690-Industrial Hygiene	1			1
819-Environmental Engineering	1		1	1
LENEXA,KANSAS	**2**	**1**	**1**	**2**
1301-General Physical Science	1		1	1
801-General Engineering	1	1		1
NORFOLK,VIRGINIA	**1**			**1**
1301-General Physical Science	1			1
WASHINGTON,DC	**173**	**32**	**56**	**170**
1035-Public Affairs	1			1
110-Economist	1			
1301-General Physical Science	13	1	3	13
1320-Chemistry	1	1		1
2210-Information Technology Management	4		4	4
28-Environmental Protection Specialist	46	3	15	46
301-Miscellaneous Administration and Program	6	2	3	6
318-Secretary	2		1	2
340-Program Management	4		2	4
343-Management and Program Analysis	76	20	23	75
401-General Natural Resources Management and Biological Sciences	3			2

415-Toxicology	2		1	2														
560-Budget Analysis	1	1		1														
601-General Health Science	1		1	1														
819-Environmental Engineering	3	1	1	3														
893-Chemical Engineering	6	1	1	6														
#N/A	3	2	1	3														
Grand Total	**494**	**113**	**134**	**451**														

ORD	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ADA,OKLAHOMA	**44**	**12**	**9**	**42**														
1102-Contracting	2		2	2														
1301-General Physical Science	14	3	1	13														
1311-Physical Science Technician	2			2														
1315-Hydrology	7	2	3	7														
1316-Hydrologic Technician	2			2														
1320-Chemistry	1			1														
1350-Geology	1			1														
301-Miscellaneous Administration and Program	2	1		2														
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	3	2	1	3														
408-Ecology	3	1	1	3														
470-Soil Science	2	1		2														
819-Environmental Engineering	2	1		2														
893-Chemical Engineering	1		1	1														
899-Engineering and Architecture Student Trainee	1																	
ANN ARBOR,MICHIGAN	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
ARLINGTON,VIRGINIA	**104**	**26**	**14**	**97**														
1035-Public Affairs	1			1														
110-Economist	1	1		1														
1301-General Physical Science	21	5	3	21														
1315-Hydrology	1	1		1														
150-Geography	1			1														
1529-Mathematical Statistics	5	1	1	5														
1530-Statistics	5	2		5														
2210-Information Technology Management	1			1														
28-Environmental Protection Specialist	2	1		2														
301-Miscellaneous Administration and Program	9	3	2	9														
340-Program Management	3	2	1	3														
341-Administrative Officer	2	1	1	2														
343-Management and Program Analysis	12	4	4	10														
401-General Natural Resources Management and Biological Sciences	16	2		14														

408-Ecology	5		1	5
415-Toxicology	7	2		7
601-General Health Science	9	1		6
819-Environmental Engineering	3		1	3
ATHENS,GEORGIA	**38**	**12**	**2**	**37**
1301-General Physical Science	3	2	1	3
1315-Hydrology	1			1
1320-Chemistry	11	4		11
1550-Computer Science	2	1		2
1640-Facility Operations Services	1	1		1
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	1			1
340-Program Management	1			
343-Management and Program Analysis	2			2
401-General Natural Resources Management and Biological Sciences	4	2		4
403-Microbiology	1		1	1
408-Ecology	3	1		3
415-Toxicology	1			1
560-Budget Analysis	1			1
819-Environmental Engineering	4	1		4
854-Computer Engineering	1			1
ATLANTA,GEORGIA	**2**		**2**	**2**
301-Miscellaneous Administration and Program	1		1	1
819-Environmental Engineering	1		1	1
BOSTON,MASSACHUSETTS	**4**	**1**		**3**
1301-General Physical Science	1			1
28-Environmental Protection Specialist	1	1		1
401-General Natural Resources Management and Biological Sciences	1			
819-Environmental Engineering	1			1
CHAPEL HILL,NORTH CAROLI	**33**	**12**	**3**	**27**
1301-General Physical Science	2	1		1
1320-Chemistry	1		1	1
1530-Statistics	1			1
2210-Information Technology Management	1	1		1
318-Secretary	1	1		1
341-Administrative Officer	1			
401-General Natural Resources Management and Biological Sciences	11	3	2	9
403-Microbiology	1	1		1

404-Biological Science Technician	1	1		1
601-General Health Science	9	2		7
602-Medical Officer	2	2		2
610-Nurse	2			2
CHICAGO,ILLINOIS	**1**		**1**	**1**
1301-General Physical Science	1		1	1
CINCINNATI,OHIO	**313**	**83**	**56**	**294**
1035-Public Affairs	4		2	4
110-Economist	4	1		4
1301-General Physical Science	38	10	6	36
1306-Health Physics	2		1	2
1311-Physical Science Technician	5	2	1	5
1315-Hydrology	2			2
1320-Chemistry	23	2	3	23
1515-Operations Research	1			1
1529-Mathematical Statistics	2	2		2
1530-Statistics	2	2		2
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	4	4		4
28-Environmental Protection Specialist	4			4
301-Miscellaneous Administration and Program	7	2	3	6
308-Records Management	1			1
318-Secretary	4	2	1	3
340-Program Management	2		2	2
341-Administrative Officer	3	1		3
343-Management and Program Analysis	24	6	9	24
401-General Natural Resources Management and Biological Sciences	51	13	3	49
403-Microbiology	23	7	2	22
404-Biological Science Technician	5	1		3
408-Ecology	10	2		9
415-Toxicology	8	2	1	7
440-Genetics	1			1
470-Soil Science	2		1	1
499-Biological Science Student Trainee	1			
560-Budget Analysis	6	4		5
601-General Health Science	5	3	1	5
690-Industrial Hygiene	2			2
801-General Engineering	4		2	4

802-Engineering Technical	5		1	5
80-Security Administration	1	1		1
819-Environmental Engineering	34	12	6	31
830-Mechanical Engineering	3	2	1	3
854-Computer Engineering	1		1	1
893-Chemical Engineering	17	2	9	16
899-Engineering and Architecture Student Trainee	1			
CORVALLIS,OREGON	**46**	**19**	**2**	**43**
110-Economist	1			1
1301-General Physical Science	3	3		3
1320-Chemistry	1	1		1
1530-Statistics	3	2		3
1550-Computer Science	1			1
1640-Facility Operations Services	1			1
18-Safety and Occupational Health Management	1			
2210-Information Technology Management	1			1
28-Environmental Protection Specialist	1	1		1
301-Miscellaneous Administration and Program	2	1		2
343-Management and Program Analysis	2			1
401-General Natural Resources Management and Biological Sciences	10	3		9
408-Ecology	13	7	1	13
435-Plant Physiology	2		1	2
470-Soil Science	1			1
482-Fish Biology	1			1
499-Biological Science Student Trainee	1			1
501-Financial Administration and Program	1	1		1
DALLAS,TEXAS	**1**			**1**
1301-General Physical Science	1			1
DENVER,COLORADO	**5**	**1**		**5**
1301-General Physical Science	1			1
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	2			2
601-General Health Science	1	1		1
DULUTH,MINNESOTA	**58**	**17**	**21**	**58**
1301-General Physical Science	2	1		2
1320-Chemistry	13	5	5	13
1640-Facility Operations Services	1		1	1
2210-Information Technology Management	1			1

341-Administrative Officer	1			1
343-Management and Program Analysis	2		1	2
401-General Natural Resources Management and Biological Sciences	23	5	11	23
404-Biological Science Technician	1	1		1
408-Ecology	7	3	1	7
415-Toxicology	6	2	1	6
690-Industrial Hygiene	1		1	1
DURHAM,NORTH CAROLINA	**530**	**138**	**110**	**494**
101-Social Science	1			1
1035-Public Affairs	4	1	1	3
1101-General Business and Industry	1			1
1102-Contracting	1			
1301-General Physical Science	130	24	19	119
1306-Health Physics	3	1		3
1311-Physical Science Technician	1			1
1315-Hydrology	1			1
1320-Chemistry	28	8	7	27
1350-Geology	1	1		1
1399-Physical Science Student Trainee	1			
1412-Technical Information Services	2			1
150-Geography	1			
1529-Mathematical Statistics	4	3		4
1530-Statistics	3		1	2
1550-Computer Science	4		1	2
1640-Facility Operations Services	1	1		1
180-Psychology	2			2
184-Sociology	1			
2210-Information Technology Management	14	5	2	13
28-Environmental Protection Specialist	6	1	1	4
301-Miscellaneous Administration and Program	12	3	2	12
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	1	1		1
340-Program Management	6	2	3	6
341-Administrative Officer	8	4	2	7
343-Management and Program Analysis	55	8	27	55
399-Administration and Office Support Student Trainee	1			1
401-General Natural Resources Management and Biological Sciences	117	34	33	115
403-Microbiology	3	1		3

404-Biological Science Technician	1	1		1
408-Ecology	7	2	1	7
413-Physiology	2	1		2
415-Toxicology	30	9	3	24
560-Budget Analysis	13	2		13
601-General Health Science	16	2		15
602-Medical Officer	1	1		1
690-Industrial Hygiene	2			2
801-General Engineering	4	1	2	4
802-Engineering Technical	10	5		9
819-Environmental Engineering	22	9	4	21
830-Mechanical Engineering	2	1		2
856-Electronics Technical	1	1		1
858-Bioengineering and Biomedical Engineering	1		1	1
893-Chemical Engineering	3	3		3
#N/A	1	1		1
EDISON,NEW JERSEY	**8**	**5**	**2**	**8**
1301-General Physical Science	1	1		1
28-Environmental Protection Specialist	1	1		1
343-Management and Program Analysis	1		1	1
401-General Natural Resources Management and Biological Sciences	1	1		1
601-General Health Science	1	1		1
819-Environmental Engineering	2		1	2
893-Chemical Engineering	1	1		1
GROSSE ILE,MICHIGAN	**2**			**2**
819-Environmental Engineering	2			2
GULF BREEZE,FLORIDA	**58**	**12**	**13**	**50**
101-Social Science	1			
1102-Contracting	2	1		
1301-General Physical Science	1			1
1320-Chemistry	2	1	1	2
150-Geography	1			
1601-Equipment, Facilities, and Services	1		1	1
1640-Facility Operations Services	1		1	1
2001-General Supply	1		1	1
2210-Information Technology Management	2		1	2
301-Miscellaneous Administration and Program	1		1	1
341-Administrative Officer	1			1

343-Management and Program Analysis	2	1	1	2
401-General Natural Resources Management and Biological Sciences	23	5	3	19
403-Microbiology	5	2	2	5
404-Biological Science Technician	1		1	1
408-Ecology	10	2		10
415-Toxicology	1			1
560-Budget Analysis	1			1
690-Industrial Hygiene	1			1
GULF,FLORIDA	**1**	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1	1		1
HAMPTON,VIRGINIA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
LAKEWOOD,COLORADO	**1**			**1**
343-Management and Program Analysis	1			1
LAS VEGAS,NEVADA	**41**	**15**	**12**	**37**
1102-Contracting	1			
1301-General Physical Science	13	6	3	13
1311-Physical Science Technician	1			1
1320-Chemistry	7	2	2	7
1530-Statistics	1	1		1
1550-Computer Science	1		1	1
1640-Facility Operations Services	1			1
2210-Information Technology Management	2	1		2
28-Environmental Protection Specialist	1		1	1
301-Miscellaneous Administration and Program	3	1	2	2
343-Management and Program Analysis	4	2	2	4
401-General Natural Resources Management and Biological Sciences	1	1		1
408-Ecology	3	1	1	3
560-Budget Analysis	1			
690-Industrial Hygiene	1			
LENEXA,KANSAS	**1**			**1**
1301-General Physical Science	1			1
LOS ANGELES,CALIFORNIA	**3**		**2**	**3**
1301-General Physical Science	1			1
1315-Hydrology	1		1	1
819-Environmental Engineering	1		1	1
NARRAGANSETT,RHODE ISLAN	**66**	**27**	**17**	**61**
1087-Editorial Assistance	1	1		1

1102-Contracting	1	1		1
110-Economist	2			1
1301-General Physical Science	15	7	8	15
1311-Physical Science Technician	2			1
1320-Chemistry	3	3		3
1360-Oceanography	2	2		2
1550-Computer Science	1	1		1
1640-Facility Operations Services	2		1	1
2210-Information Technology Management	1	1		1
301-Miscellaneous Administration and Program	1			1
341-Administrative Officer	1		1	1
343-Management and Program Analysis	2			
401-General Natural Resources Management and Biological Sciences	19	8	5	19
404-Biological Science Technician	1			1
408-Ecology	10	2	2	10
560-Budget Analysis	1	1		1
690-Industrial Hygiene	1			1
NEW YORK, NEW YORK	**1**			**1**
1301-General Physical Science	1			1
NEWPORT,OREGON	**10**	**4**		**10**
1301-General Physical Science	1			1
1360-Oceanography	1			1
150-Geography	1	1		1
401-General Natural Resources Management and Biological Sciences	4	2		4
408-Ecology	2			2
482-Fish Biology	1	1		1
NORWOOD,OHIO	**1**			**1**
301-Miscellaneous Administration and Program	1			1
OAKLAND,CALIFORNIA	**1**			**1**
#N/A	1			1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
819-Environmental Engineering	1			1
SAN FRANCISCO,CALIFORNIA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
SEATTLE,WASHINGTON	**3**		**1**	**3**
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	1		1	1
415-Toxicology	1			1

SILVER SPRING,MARYLAND	**1**			**1**
414-Entomology	1			1
ST PAUL,MINNESOTA	**1**			**1**
1301-General Physical Science	1			1
ST PETERSBURG,FLORIDA	**1**			**1**
408-Ecology	1			1
WASHINGTON,DC	**196**	**32**	**53**	**171**
1035-Public Affairs	2			2
1082-Writing and Editing	1		1	1
1101-General Business and Industry	2		1	2
1301-General Physical Science	31	4	11	29
1399-Physical Science Student Trainee	1			
190-General Anthropology	1			
2210-Information Technology Management	8		5	7
28-Environmental Protection Specialist	4	1		4
301-Miscellaneous Administration and Program	18	4	6	17
318-Secretary	1	1		1
340-Program Management	3	1	2	3
341-Administrative Officer	2			2
343-Management and Program Analysis	56	6	13	49
344-Management and Program Clerical and Assistance	1			1
399-Administration and Office Support Student Trainee	7			
401-General Natural Resources Management and Biological Sciences	28	9	4	25
403-Microbiology	1			1
408-Ecology	1			1
415-Toxicology	1			1
501-Financial Administration and Program	2		1	2
560-Budget Analysis	12	1	6	12
601-General Health Science	3		1	3
602-Medical Officer	1			
801-General Engineering	1	1		1
819-Environmental Engineering	6	3	1	5
#N/A	2	1	1	2
WILMINGTON,NORTH CAROLIN	**1**		**1**	**1**
2210-Information Technology Management	1		1	1
Grand Total	**1580**	**417**	**324**	**1463**

OCSPP	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANN ARBOR,MICHIGAN	**1**			**1**														
401-General Natural Resources Management and Biological Sciences	1			1														
ARLINGTON,VIRGINIA	**588**	**113**	**133**	**527**														
1001-General Arts and Information	1	1		1														
110-Economist	12	3	1	10														
1301-General Physical Science	21	3	4	17														
1320-Chemistry	62	17	12	55														
150-Geography	1			1														
1529-Mathematical Statistics	1			1														
1530-Statistics	3		2	3														
2210-Information Technology Management	20	3	8	19														
28-Environmental Protection Specialist	142	25	33	130														
301-Miscellaneous Administration and Program	20	3	7	20														
303-Miscellaneous Clerk and Assistant	2	1		2														
306-Government Information Specialist	8	1	1	8														
326-Office Automation Clerical and Assistance	1		1	1														
340-Program Management	8	2	4	8														
343-Management and Program Analysis	42	12	21	42														
399-Administration and Office Support Student Trainee	1			1														
401-General Natural Resources Management and Biological Sciences	156	26	32	142														
403-Microbiology	5	2	1	5														
405-Pharmacology	2			2														
408-Ecology	3			3														
414-Entomology	7			5														
415-Toxicology	19	5		15														
430-Botany	1	1		1														
434-Plant Pathology	3	2		3														
440-Genetics	1	1		1														
471-Agronomy	2	1	1	2														
482-Fish Biology	1			1														
486-Wildlife Biology	4		2	4														
499-Biological Science Student Trainee	2			2														
560-Budget Analysis	1			1														

601-General Health Science	5	1		3
690-Industrial Hygiene	5		2	5
701-Veterinary Medical Science	1			1
819-Environmental Engineering	8	3	1	8
905-General Attorney	1			
99-General Student Trainee	15			3
#N/A	1			1
ATHENS,GEORGIA	**2**		**1**	**2**
28-Environmental Protection Specialist	1		1	1
401-General Natural Resources Management and Biological Sciences	1			1
CANADA	**1**			**1**
408-Ecology	1			1
CHICAGO,ILLINOIS	**1**	**1**		**1**
28-Environmental Protection Specialist	1	1		1
DALLAS,TEXAS	**4**	**1**		**4**
28-Environmental Protection Specialist	4	1		4
DRAKESVILLE,IOWA	**1**		**1**	**1**
1320-Chemistry	1		1	1
DURHAM,NORTH CAROLINA	**2**			**2**
1320-Chemistry	1			1
560-Budget Analysis	1			1
FORT MEADE,MARYLAND	**18**	**5**	**4**	**17**
1320-Chemistry	8	2	1	7
28-Environmental Protection Specialist	2	1	1	2
343-Management and Program Analysis	1	1		1
401-General Natural Resources Management and Biological Sciences	2		1	2
403-Microbiology	5	1	1	5
GAINESVILLE,FLORIDA	**1**		**1**	**1**
28-Environmental Protection Specialist	1		1	1
GULF BREEZE,FLORIDA	**1**			**1**
1529-Mathematical Statistics	1			1
NEW YORK, NEW YORK	**1**			**1**
1320-Chemistry	1			1
SAN FRANCISCO,CALIFORNIA	**2**	**1**		**2**
28-Environmental Protection Specialist	1			1
401-General Natural Resources Management and Biological Sciences	1	1		1
SANTURCE,PUERTO RICO	**1**		**1**	**1**
1320-Chemistry	1		1	1

WASHINGTON,DC	**370**	**82**	**84**	**314**
1035-Public Affairs	2		1	2
1082-Writing and Editing	2	2		2
110-Economist	9		2	6
1301-General Physical Science	18	4		14
1320-Chemistry	22	6	5	18
1412-Technical Information Services	1	1		1
1530-Statistics	1	1		1
2210-Information Technology Management	18	5	2	15
28-Environmental Protection Specialist	114	24	22	99
301-Miscellaneous Administration and Program	26	9	10	26
303-Miscellaneous Clerk and Assistant	1	1		1
306-Government Information Specialist	1		1	1
318-Secretary	1	1		1
340-Program Management	9	1	8	9
341-Administrative Officer	2	1		2
343-Management and Program Analysis	43	8	15	42
401-General Natural Resources Management and Biological Sciences	38	4	3	21
403-Microbiology	3	3		3
408-Ecology	1	1		1
415-Toxicology	20	3	1	17
482-Fish Biology	1			1
501-Financial Administration and Program	1		1	1
560-Budget Analysis	2		2	2
601-General Health Science	2		1	1
690-Industrial Hygiene	2	1		2
819-Environmental Engineering	4		2	4
893-Chemical Engineering	14	3	5	12
905-General Attorney	9	1	3	6
#N/A	3	2		3
Grand Total	**994**	**203**	**225**	**876**

OW	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comment
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
CINCINNATI,OHIO	**31**	**2**	**4**	**30**														
1301-General Physical Science	3			3														
1320-Chemistry	8		1	7														
1350-Geology	1			1														
28-Environmental Protection Specialist	4	1	1	4														
318-Secretary	1			1														
341-Administrative Officer	1		1	1														
343-Management and Program Analysis	1			1														
401-General Natural Resources Management and Biological Sciences	1			1														
403-Microbiology	2	1		2														
601-General Health Science	1			1														
819-Environmental Engineering	8		1	8														
MONTCLAIR,NEW JERSEY	**1**			**1**														
28-Environmental Protection Specialist	1			1														
WASHINGTON,DC	**547**	**101**	**90**	**470**														
1035-Public Affairs	8		1	8														
1109-Grants Management	1	1		1														
110-Economist	10	1	1	9														
1160-Financial Analysis	12			6														
1301-General Physical Science	73	9	4	51														
1315-Hydrology	1	1		1														
1320-Chemistry	4	1	1	3														
1350-Geology	2	1		2														
1515-Operations Research	1		1	1														
1529-Mathematical Statistics	2	1		1														
2210-Information Technology Management	28	6	3	25														
28-Environmental Protection Specialist	167	27	33	164														
301-Miscellaneous Administration and Program	22	9	3	21														
303-Miscellaneous Clerk and Assistant	1	1		1														
340-Program Management	16	7	5	16														
343-Management and Program Analysis	78	21	24	74														

344-Management and Program Clerical and Assistance	1	1		1														
401-General Natural Resources Management and Biological Sciences	39	4	3	24														
403-Microbiology	6	1	1	6														
408-Ecology	8			1														
415-Toxicology	3	1		1														
560-Budget Analysis	3		2	3														
601-General Health Science	3	1	1	2														
801-General Engineering	1	1		1														
819-Environmental Engineering	44	3	6	34														
893-Chemical Engineering	5	1	1	5														
905-General Attorney	8	2		8														
Grand Total	**580**	**103**	**94**	**502**														

Region 1	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BOSTON,MASSACHUSETTS	**511**	**120**	**185**	**473**														
1035-Public Affairs	11	1	5	11														
1101-General Business and Industry	2			2														
1102-Contracting	7			5														
1109-Grants Management	8	4	2	7														
1160-Financial Analysis	2		1	2														
1301-General Physical Science	72	18	22	70														
1306-Health Physics	1			1														
1315-Hydrology	2		1	2														
1350-Geology	1	1		1														
1399-Physical Science Student Trainee	1																	
1810-General Investigating	1	1		1														
18-Safety and Occupational Health Management	2			1														
201-Human Resources Management	5	2	2	5														
2210-Information Technology Management	19	4	6	19														
260-Equal Employment Opportunity	1			1														
28-Environmental Protection Specialist	85	22	39	84														
29-Environmental Protection Assistant	8	2	5	8														
301-Miscellaneous Administration and Program	9	2	3	9														
303-Miscellaneous Clerk and Assistant	2	1		2														
304-Information Receptionist	1	1		1														
306-Government Information Specialist	1		1	1														
318-Secretary	4	1	1	4														
326-Office Automation Clerical and Assistance	2	1		2														
340-Program Management	8	3	5	8														
342-Support Services Administration	3	1		3														
343-Management and Program Analysis	13	3	5	13														
344-Management and Program Clerical and Assistance	1		1	1														
399-Administration and Office Support Student Trainee	1																	
401-General Natural Resources Management and Biological Sciences	29	4	6	18														
499-Biological Science Student Trainee	9			2														
501-Financial Administration and Program	9		3	8														
510-Accounting	3		1	3														

525-Accounting Technician	1		1	1
560-Budget Analysis	4	2	2	4
80-Security Administration	1			1
819-Environmental Engineering	121	29	56	116
899-Engineering and Architecture Student Trainee	2			
905-General Attorney	54	17	17	53
950-Paralegal Specialist	3			3
99-General Student Trainee	2			
CHELMSFORD,MASSACHUSETTS	**4**			**2**
1301-General Physical Science	2			1
819-Environmental Engineering	2			1
LEXINGTON,MASSACHUSETTS	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
NORTH CHELMSFORD,MASSACH	**51**	**17**	**15**	**45**
1301-General Physical Science	11	6	1	10
1320-Chemistry	16	5	6	14
1399-Physical Science Student Trainee	1			
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	1		1	1
28-Environmental Protection Specialist	2		2	2
318-Secretary	1	1		1
340-Program Management	1	1		1
342-Support Services Administration	2			2
343-Management and Program Analysis	1		1	1
401-General Natural Resources Management and Biological Sciences	5	3		5
819-Environmental Engineering	8	1	4	7
899-Engineering and Architecture Student Trainee	1			
Grand Total	**567**	**137**	**201**	**521**

Region 2	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ALBANY,NEW YORK	**5**	**1**		**4**														
1035-Public Affairs	1			1														
1301-General Physical Science	2	1		2														
819-Environmental Engineering	2			1														
BUFFALO,NEW YORK	**1**																	
1301-General Physical Science	1																	
EDISON,NEW JERSEY	**143**	**34**	**45**	**130**														
1301-General Physical Science	66	15	29	63														
1320-Chemistry	19	6	3	16														
1350-Geology	1		1	1														
28-Environmental Protection Specialist	4	1		4														
303-Miscellaneous Clerk and Assistant	2	2		2														
318-Secretary	4		2	4														
401-General Natural Resources Management and Biological Sciences	20	3	3	14														
403-Microbiology	4			4														
690-Industrial Hygiene	1			1														
801-General Engineering	2	1		2														
819-Environmental Engineering	19	6	6	18														
830-Mechanical Engineering	1		1	1														
GUAYNABO,PUERTO RICO	**19**	**2**	**3**	**16**														
1035-Public Affairs	1			1														
1301-General Physical Science	6	1		6														
318-Secretary	2		2	2														
819-Environmental Engineering	7	1	1	6														
905-General Attorney	2			1														
#N/A	1																	
NEW YORK, NEW YORK	**582**	**159**	**181**	**542**														
1035-Public Affairs	14	3	4	13														
1102-Contracting	9	4	2	9														
1109-Grants Management	11	2	3	11														
1160-Financial Analysis	1	1		1														
1301-General Physical Science	107	20	41	97														
1306-Health Physics	2	1		2														

1315-Hydrology	4	3		4
1320-Chemistry	1	1		1
1350-Geology	15	9	2	14
1550-Computer Science	2			2
1810-General Investigating	1			
201-Human Resources Management	7	2	2	7
2210-Information Technology Management	12	3	2	12
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	41	9	11	41
301-Miscellaneous Administration and Program	4	3		4
303-Miscellaneous Clerk and Assistant	12	2	8	12
306-Government Information Specialist	3		2	2
308-Records Management	2		1	1
318-Secretary	26	3	14	26
326-Office Automation Clerical and Assistance	1	1		1
340-Program Management	8	3	2	7
341-Administrative Officer	1	1		1
342-Support Services Administration	1			
343-Management and Program Analysis	8	2	1	8
401-General Natural Resources Management and Biological Sciences	33	6	2	23
415-Toxicology	1	1		1
501-Financial Administration and Program	4		1	4
505-Financial Management	1			1
510-Accounting	9		5	9
525-Accounting Technician	3		2	3
560-Budget Analysis	5		4	5
801-General Engineering	1	1		1
808-Architecture	1			1
819-Environmental Engineering	147	45	51	139
901-General Legal and Kindred Administration	1			1
905-General Attorney	76	30	17	71
950-Paralegal Specialist	5	3	2	5
963-Legal Instruments Examining	1		1	1
NEW YORK,NEW YORK	**2**		**1**	**2**
1035-Public Affairs	1		1	1
401-General Natural Resources Management and Biological Sciences	1			1
NIAGARA FALLS,NEW YORK	**1**	**1**		**1**
1035-Public Affairs	1	1		1

SAN JUAN,PUERTO RICO	**3**	**1**		**3**
510-Accounting	1			1
819-Environmental Engineering	1	1		1
905-General Attorney	1			1
SANTURCE,PUERTO RICO	**24**	**6**	**6**	**24**
1301-General Physical Science	6	1	1	6
1350-Geology	1			1
318-Secretary	1	1		1
401-General Natural Resources Management and Biological Sciences	1		1	1
819-Environmental Engineering	14	4	4	14
905-General Attorney	1			1
ST THOMAS,VIRGIN ISLANDS	**2**		**1**	**2**
401-General Natural Resources Management and Biological Sciences	1			1
819-Environmental Engineering	1		1	1
STAMFORD,CONNECTICUT	**1**	**1**		**1**
1301-General Physical Science	1	1		1
VIEQUES, VIEQUES,PUERTO	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
Grand Total	**784**	**205**	**238**	**726**

Region 3	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANNAPOLIS JUNC,MARYLAND	**1**			**1**														
28-Environmental Protection Specialist	1			1										0	0	0	0	
ANNAPOLIS,MARYLAND	**21**	**6**	**6**	**20**														
1035-Public Affairs	1													0	0	0	0	
1301-General Physical Science	5	1	3	5					1	2	1			4	2	2	0	
28-Environmental Protection Specialist	9	1	3	9					1	2	2			5	2	2	0	
318-Secretary	1	1		1		1								1	1	1	0	
340-Program Management	2	2		2							1			1	1	1	0	
341-Administrative Officer	1			1										0	0	0	0	
343-Management and Program Analysis	1	1		1										0	0	0	0	
819-Environmental Engineering	1			1										0	0	0	0	
BLUEMONT,VIRGINIA	**1**			**1**														
819-Environmental Engineering	1			1										0	0	0	0	
CHARLESTON,WEST VIRGINIA	**2**			**2**														
301-Miscellaneous Administration and Program	1			1										0	0	0	0	
905-General Attorney	1			1										0	0	0	0	
FORT MEADE,MARYLAND	**45**	**11**	**9**	**38**														
1301-General Physical Science	16	5	4	16				1	5	2	1			9	2	2	0	
1320-Chemistry	15	3	3	11					4	1				5	2	2	0	
1399-Physical Science Student Trainee	1			1										0	0	0	0	
18-Safety and Occupational Health Management	1													0	0	0	0	
2210-Information Technology Management	1			1					1					1	1	1	0	
301-Miscellaneous Administration and Program	2		1	1						1				1	1	1	0	
342-Support Services Administration	1			1										0	0		0	
401-General Natural Resources Management and Biological Sciences	4	1		3					1					1	1	1	0	
819-Environmental Engineering	3	2		3				1		1				2	1	1	0	
905-General Attorney	1		1	1							1			1	1	1	0	
HERNDON,VIRGINIA	**1**		**1**	**1**														
905-General Attorney	1		1	1						1				1	1	1	0	
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**	**643**														
1035-Public Affairs	19	6	3	19				1	7	2				10	4	3	1	
1101-General Business and Industry	1			1										0	0	0	0	
1102-Contracting	12	5	2	12										0	0	0	0	

1109-Grants Management	11	4	3	9				4	3					7	2	1	1	
1160-Financial Analysis	5	2		5					2					2	1	1	0	
1301-General Physical Science	154	26	28	130				1	41	10	4			56	18	15	3	
1306-Health Physics	1		1	1						1				1	1	1	0	
1315-Hydrology	1	1		1						1				1	1	1	0	
1340-Meteorology	1			1										0	0	0	0	
1350-Geology	5	1	2	5					2	1				3	1	1	0	
1399-Physical Science Student Trainee	4													0	0	0	0	
1810-General Investigating	4	3		4				1	2					3	3	0	3	
18-Safety and Occupational Health Management	1			1										0	0	0	0	
201-Human Resources Management	12	3	1	10				1	2	1				4	2	1	1	
2210-Information Technology Management	19	7	5	19				3	6	1				10	3	2	1	
2299-Information Technology Student Trainee	2													0	0	0	0	
260-Equal Employment Opportunity	1		1	1						1				1	1	1	0	
28-Environmental Protection Specialist	89	29	43	88			9	14	37	8	6			74	21	16	5	
299-Human Resources Management Student Trainee	1			1										0	0	0	0	
29-Environmental Protection Assistant	1		1	1		1								1	1	0	1	
301-Miscellaneous Administration and Program	13	2	6	13			1			3	4			8	3	2	1	
303-Miscellaneous Clerk and Assistant	9	1		9		1								1	1	1	0	
306-Government Information Specialist	1		1	1				1						1	1	1	0	
308-Records Management	1			1										0	0	0	0	
318-Secretary	18	3	9	18		7	6							13	8	5	3	
326-Office Automation Clerical and Assistance	2	2		2		1								1	1	0	1	
340-Program Management	10	4	5	10						0	4			4	4	4	0	
342-Support Services Administration	4	1	3	4			3	1						4	2	1	1	
343-Management and Program Analysis	19	4	3	16			2	2	2	1				7	3	2	1	
350-Equipment Operator	1	1		1		1								1	1	1	0	
401-General Natural Resources Management and Biological Sciences	75	5	4	42					5	3	1			9	3	3	0	
408-Ecology	3	1	1	3					1	1				2	1	0	1	
414-Entomology	1			1										0	0	0	0	
415-Toxicology	9	3	5	9					6	3				9	2	1	1	
457-Soil Conservation	1	1		1					1					1	1	1	0	
499-Biological Science Student Trainee	4													0	0	0	0	
501-Financial Administration and Program	6	4	2	6			1	5						6	2	1	1	
505-Financial Management	1	1		1							1			1	1	1	0	
510-Accounting	8	1	4	7					4	1				5	2	1	1	
525-Accounting Technician	1			1										0	0	0	0	
560-Budget Analysis	1	1		1						1				1	1	1	0	

819-Environmental Engineering	128	33	35	111					49	11	11			71	20	17	3	
893-Chemical Engineering	1		1	1					1					1	1	1	0	
899-Engineering and Architecture Student Trainee	2													0	0	0	0	
905-General Attorney	70	23	27	70						23	27			50	17	13	4	
950-Paralegal Specialist	4	1	1	4				2	1					3	2	1	1	
#N/A	2	1		1										0	0	0	0	
RICHMOND,VIRGINIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1						1				1	1	1	0	
TITUSVILLE,PENNSYLVANIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1					1					1	1	1	0	
WASHINGTON,DC	**1**			**1**														
28-Environmental Protection Specialist	1			1						1				1	1	1	0	
WHEELING,WEST VIRGINIA	**13**	**2**	**2**	**13**														
1301-General Physical Science	2	1		2					1					1	1	1	0	
1315-Hydrology	1	1		1					1					1	1	1	0	
28-Environmental Protection Specialist	2		1	2					1					1	1	1	0	
401-General Natural Resources Management and Biological Sciences	7			7										0	0	0	0	
819-Environmental Engineering	1		1	1					1					1	1	1	0	
Grand Total	**826**	**199**	**217**	**722**										411	159	124	35	

Region 4	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATHENS,GEORGIA	**85**	**14**	**15**	**71**														
1301-General Physical Science	20	4	5	15														
1311-Physical Science Technician	1	1		1														
1320-Chemistry	20	4	2	17														
18-Safety and Occupational Health Management	1			1														
2210-Information Technology Management	2			1														
28-Environmental Protection Specialist	1			1														
301-Miscellaneous Administration and Program	1	1		1														
318-Secretary	2			1														
341-Administrative Officer	1																	
343-Management and Program Analysis	2			2														
401-General Natural Resources Management and Biological Sciences	18	2	4	16														
415-Toxicology	1			1														
819-Environmental Engineering	15	2	4	14														
ATLANTA,GEORGIA	**806**	**148**	**275**	**730**														
1001-General Arts and Information	1	1		1														
1035-Public Affairs	13		4	10														
1071-Audiovisual Production	2		1	2														
1084-Visual Information	1		1	1														
1101-General Business and Industry	2		2	2														
1102-Contracting	9	1	1	9														
1106-Procurement Clerical and Technician	1	1		1														
1109-Grants Management	10	3	3	9														
1160-Financial Analysis	3	1		3														
1301-General Physical Science	158	27	61	147														
1315-Hydrology	5	1		3														
1320-Chemistry	1			1														
1350-Geology	2	2		2														
150-Geography	1																	
1810-General Investigating	5	1	3	5														
201-Human Resources Management	6	2	2	6														
2210-Information Technology Management	12	2	5	12														
260-Equal Employment Opportunity	2		1	2														

28-Environmental Protection Specialist	58	12	25	52
29-Environmental Protection Assistant	1		1	1
301-Miscellaneous Administration and Program	23	4	8	20
303-Miscellaneous Clerk and Assistant	15	6	2	14
306-Government Information Specialist	11	3	7	9
308-Records Management	2			1
318-Secretary	11	3	6	10
326-Office Automation Clerical and Assistance	1			1
335-Computer Clerk and Assistant	1		1	1
340-Program Management	12	4	6	11
341-Administrative Officer	3		2	3
342-Support Services Administration	3			3
343-Management and Program Analysis	24	2	15	22
3502-Laboring	1			1
401-General Natural Resources Management and Biological Sciences	91	14	15	77
408-Ecology	2			2
415-Toxicology	4		3	4
499-Biological Science Student Trainee	1			
501-Financial Administration and Program	7	3	4	7
505-Financial Management	1		1	1
510-Accounting	2		1	2
560-Budget Analysis	11	4	3	8
5703-Motor Vehicle Operating	2			2
601-General Health Science	1		1	1
690-Industrial Hygiene	1			1
801-General Engineering	1	1		1
80-Security Administration	2			1
819-Environmental Engineering	212	39	70	195
840-Nuclear Engineering	1		1	1
905-General Attorney	65	10	18	60
950-Paralegal Specialist	1	1		1
986-Legal Assistance	1		1	1
BAY ST LOUIS,MISSISSIPPI	**11**	**1**	**3**	**11**
1301-General Physical Science	2		1	2
28-Environmental Protection Specialist	1			1
340-Program Management	2		2	2
343-Management and Program Analysis	3	1		3
401-General Natural Resources Management and Biological Sciences	2			2

819-Environmental Engineering	1			1
CHARLOTTE,NORTH CAROLINA	**1**			**1**
819-Environmental Engineering	1			1
CRAWFORDVILLE,FLORIDA	**1**			**1**
401-General Natural Resources Management and Biological Sciences	1			1
DURHAM,NORTH CAROLINA	**1**	**1**		**1**
28-Environmental Protection Specialist	1	1		1
GULFPORT,MISSISSIPPI	**3**			**2**
1301-General Physical Science	1			
819-Environmental Engineering	2			2
JACKSON,MISSISSIPPI	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
JACKSON,TENNESSEE	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
JACKSONVILLE,FLORIDA	**1**		**1**	**1**
1301-General Physical Science	1		1	1
LOUISVILLE,KENTUCKY	**1**	**1**		**1**
819-Environmental Engineering	1	1		1
MOBILE,ALABAMA	**1**		**1**	**1**
401-General Natural Resources Management and Biological Sciences	1		1	1
WEST PALM BEACH,FLORIDA	**1**	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1	1		1
Grand Total	**914**	**166**	**297**	**823**

Region 5	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CARTERVILLE,ILLINOIS	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
CHICAGO HTS,ILLINOIS	**1**																	
401-General Natural Resources Management and Biological Sciences	1																	
CHICAGO,ILLINOIS	**1036**	**255**	**296**	**939**														
1035-Public Affairs	18	5	5	18														
1060-Photography	1			1														
1082-Writing and Editing	2	1		2														
1084-Visual Information	2		1	2														
1101-General Business and Industry	2	1		2														
1102-Contracting	20	2	6	18														
1106-Procurement Clerical and Technician	1		1	1														
1109-Grants Management	12	1	3	12														
1160-Financial Analysis	5	2		5														
1301-General Physical Science	201	43	50	180														
1306-Health Physics	2	1	1	2														
1315-Hydrology	3			1														
1320-Chemistry	25	8	1	22														
1340-Meteorology	1		1	1														
1350-Geology	11	5	2	9														
1399-Physical Science Student Trainee	3																	
1530-Statistics	1	1		1														
1702-Education and Training Technician	2	1	1	2														
1750-Instructional Systems	1			1														
1810-General Investigating	5	3	1	4														
18-Safety and Occupational Health Management	3			2														
2001-General Supply	2			1														
201-Human Resources Management	10	3	2	8														
20-Community Planning	4			3														
2210-Information Technology Management	31	6	5	30														
260-Equal Employment Opportunity	4	1	2	4														
28-Environmental Protection Specialist	160	46	73	155														
301-Miscellaneous Administration and Program	24	5	13	24														

303-Miscellaneous Clerk and Assistant	25	9	9	25
305-Mail and File	1			1
306-Government Information Specialist	12	3	5	11
308-Records Management	9	1	4	9
318-Secretary	4		1	3
326-Office Automation Clerical and Assistance	1			1
335-Computer Clerk and Assistant	1	1		1
340-Program Management	22	10	6	22
341-Administrative Officer	5	1	3	5
343-Management and Program Analysis	34	13	8	34
344-Management and Program Clerical and Assistance	3	1	1	3
399-Administration and Office Support Student Trainee	11	1		2
401-General Natural Resources Management and Biological Sciences	42	7	5	36
403-Microbiology	1			1
408-Ecology	3	1		3
415-Toxicology	3	2		3
471-Agronomy	1			1
501-Financial Administration and Program	4	3	1	4
505-Financial Management	1		1	1
510-Accounting	15	5	5	15
560-Budget Analysis	7	1	1	7
599-Financial Management Student Trainee	2			2
601-General Health Science	4	2	1	4
80-Security Administration	2		2	2
819-Environmental Engineering	159	23	43	134
890-Agricultural Engineering	1			1
893-Chemical Engineering	1		1	1
899-Engineering and Architecture Student Trainee	3			
905-General Attorney	94	32	29	89
950-Paralegal Specialist	3	3		3
986-Legal Assistance	1		1	1
999-Legal Occupations Student Trainee	3			1
#N/A	2	1	1	2
CINCINNATI,OHIO	**1**		**1**	**1**
1301-General Physical Science	1		1	1
CLEVELAND,OHIO	**1**			**1**
28-Environmental Protection Specialist	1			1
DETROIT,MICHIGAN	**2**		**1**	**2**

1301-General Physical Science	1		1	1
415-Toxicology	1			1
ELMHURST,ILLINOIS	**1**			**1**
1301-General Physical Science	1			1
FLINT,MICHIGAN	**1**			**1**
1035-Public Affairs	1			1
GREEN BAY,WISCONSIN	**1**			**1**
1301-General Physical Science	1			1
GROSSE ILE,MICHIGAN	**13**		**3**	**11**
1301-General Physical Science	9		1	7
1670-Equipment Services	1			1
303-Miscellaneous Clerk and Assistant	1		1	1
401-General Natural Resources Management and Biological Sciences	2		1	2
INDIANAPOLIS,INDIANA	**2**			**2**
1301-General Physical Science	1			1
401-General Natural Resources Management and Biological Sciences	1			1
MADISON,WISCONSIN	**1**		**1**	**1**
401-General Natural Resources Management and Biological Sciences	1		1	1
MINNEAPOLIS,MINNESOTA	**1**	**1**		**1**
1301-General Physical Science	1	1		1
ST PAUL,MINNESOTA	**1**			
1301-General Physical Science	1			
TRAVERSE CITY,MICHIGAN	**2**	**1**	**1**	**2**
28-Environmental Protection Specialist	1		1	1
819-Environmental Engineering	1	1		1
WESTLAKE,OHIO	**17**	**1**	**5**	**14**
1301-General Physical Science	6	1	2	4
1350-Geology	2		1	2
301-Miscellaneous Administration and Program	1		1	1
401-General Natural Resources Management and Biological Sciences	2			2
819-Environmental Engineering	6		1	5
Grand Total	**1082**	**258**	**309**	**978**

Region 6	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ADA,OKLAHOMA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
DALLAS,TEXAS	**687**	**204**	**158**	**619**														
1001-General Arts and Information	1	1		1														
1035-Public Affairs	11	3	4	9														
1102-Contracting	7	1	1	5														
1109-Grants Management	10		5	9														
1160-Financial Analysis	1			1														
1301-General Physical Science	148	44	22	136														
1306-Health Physics	1	1		1														
1350-Geology	3	1	1	3														
18-Safety and Occupational Health Management	1	1		1														
201-Human Resources Management	6		1	6														
2210-Information Technology Management	9	2	2	8														
260-Equal Employment Opportunity	2	1		2														
28-Environmental Protection Specialist	139	49	41	134														
29-Environmental Protection Assistant	1	1		1														
301-Miscellaneous Administration and Program	19	7	3	18														
306-Government Information Specialist	3	1	2	3														
308-Records Management	1	1		1														
318-Secretary	14	6	5	13														
326-Office Automation Clerical and Assistance	1			1														
340-Program Management	8	6	1	8														
341-Administrative Officer	3	2	1	3														
342-Support Services Administration	7	1	3	6														
343-Management and Program Analysis	21	7	3	20														
344-Management and Program Clerical and Assistance	1	1		1														
391-Telecommunications	2		1	2														
401-General Natural Resources Management and Biological Sciences	49	4	4	23														
415-Toxicology	3	1	1	3														
501-Financial Administration and Program	8	3	2	8														
505-Financial Management	1																	
510-Accounting	3	1	1	3														

560-Budget Analysis	1		1	1
80-Security Administration	1			
819-Environmental Engineering	132	43	39	127
905-General Attorney	63	13	10	55
950-Paralegal Specialist	5	2	3	5
986-Legal Assistance	1		1	1
EL PASO,TEXAS	**6**	**2**	**2**	**6**
1301-General Physical Science	1			1
28-Environmental Protection Specialist	1	1		1
318-Secretary	1	1		1
819-Environmental Engineering	3		2	3
HOUSTON,TEXAS	**41**	**19**	**6**	**40**
1035-Public Affairs	1	1		1
1301-General Physical Science	8	3	4	8
1320-Chemistry	19	10	1	19
1399-Physical Science Student Trainee	2			1
28-Environmental Protection Specialist	1			1
343-Management and Program Analysis	1	1		1
344-Management and Program Clerical and Assistance	1	1		1
401-General Natural Resources Management and Biological Sciences	3	1	1	3
819-Environmental Engineering	4	1		4
905-General Attorney	1	1		1
NEW ORLEANS,LOUISIANA	**1**			**1**
1301-General Physical Science	1			1
PAWHUSKA,OKLAHOMA	**2**	**2**		**2**
819-Environmental Engineering	2	2		2
Grand Total	**738**	**227**	**166**	**669**

Region 7	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
COLUMBUS,KANSAS	**1**			**1**														
401-General Natural Resources Management and Biological Sciences	1			1														
DES MOINES,IOWA	**1**	**1**		**1**														
819-Environmental Engineering	1	1		1														
FENTON,MISSOURI	**3**			**3**														
1301-General Physical Science	2			2														
28-Environmental Protection Specialist	1			1														
KANSAS CITY,KANSAS	**53**	**12**	**9**	**46**														
1301-General Physical Science	14	3	3	12														
1320-Chemistry	17	4	2	16														
1399-Physical Science Student Trainee	1																	
2210-Information Technology Management	1		1	1														
28-Environmental Protection Specialist	4	1	1	4														
318-Secretary	1																	
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	7	1		6														
690-Industrial Hygiene	1	1		1														
819-Environmental Engineering	6	1	2	5														
KANSAS CITY,MISSOURI	**6**	**1**		**6**														
1301-General Physical Science	4			4														
343-Management and Program Analysis	1	1		1														
819-Environmental Engineering	1			1														
LENEXA,KANSAS	**442**	**61**	**101**	**384**														
1035-Public Affairs	11	2	2	10														
1084-Visual Information	2		1	2														
1101-General Business and Industry	2	1		2														
1102-Contracting	10	1	1	10														
1109-Grants Management	6	3		6														
1160-Financial Analysis	1		1	1														
1301-General Physical Science	102	10	21	89														
1340-Meteorology	1																	
1350-Geology	3			2														
1410-Librarian	1	1		1														

2001-General Supply	1			1
2005-Supply Clerical and Technician	1	1		1
201-Human Resources Management	4		3	4
20-Community Planning	2			1
2210-Information Technology Management	9	2		6
260-Equal Employment Opportunity	1			1
28-Environmental Protection Specialist	43	5	13	39
301-Miscellaneous Administration and Program	6	2		6
306-Government Information Specialist	3	2		3
308-Records Management	2		1	2
318-Secretary	15	1	2	15
326-Office Automation Clerical and Assistance	1			1
340-Program Management	11	2	6	11
342-Support Services Administration	2		2	2
343-Management and Program Analysis	29	3	4	27
399-Administration and Office Support Student Trainee	2			1
401-General Natural Resources Management and Biological Sciences	33	2	1	23
408-Ecology	3		1	3
415-Toxicology	1			1
501-Financial Administration and Program	3			2
503-Financial Clerical and Assistance	2		1	2
505-Financial Management	1		1	1
510-Accounting	4		1	4
511-Auditing	1		1	1
560-Budget Analysis	1			1
690-Industrial Hygiene	1			1
801-General Engineering	1		1	1
808-Architecture	1	1		1
80-Security Administration	1			1
819-Environmental Engineering	63	14	25	53
840-Nuclear Engineering	2			2
899-Engineering and Architecture Student Trainee	2			
905-General Attorney	42	8	10	37
950-Paralegal Specialist	5		1	5
99-General Student Trainee	3			
#N/A	1		1	1
NORWOOD,OHIO	**1**		**1**	**1**
560-Budget Analysis	1		1	1

SHALIMAR,FLORIDA	**1**			**1**														
510-Accounting	1			1														
WEBB CITY,MISSOURI	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
Grand Total	**509**	**75**	**112**	**444**														

Region 8	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BUTTE,MONTANA	**1**	**1**		**1**														
1301-General Physical Science	1	1		1														
DENVER,COLORADO	**486**	**92**	**110**	**451**														
1035-Public Affairs	11	1	1	11														
1101-General Business and Industry	1			1														
1102-Contracting	6		3	5														
1109-Grants Management	7	1	1	7														
1160-Financial Analysis	2		1	2														
1301-General Physical Science	102	21	19	94														
1320-Chemistry	2	1		2														
1350-Geology	1			1														
1530-Statistics	1		1	1														
1640-Facility Operations Services	1			1														
2005-Supply Clerical and Technician	1			1														
201-Human Resources Management	3		1	3														
2210-Information Technology Management	11	2	3	11														
260-Equal Employment Opportunity	1			1														
28-Environmental Protection Specialist	117	20	32	115														
29-Environmental Protection Assistant	1	1		1														
301-Miscellaneous Administration and Program	16	3	4	14														
306-Government Information Specialist	3	1	1	3														
308-Records Management	1			1														
318-Secretary	2			1														
326-Office Automation Clerical and Assistance	1	1		1														
340-Program Management	4		3	4														
343-Management and Program Analysis	19	3	8	19														
401-General Natural Resources Management and Biological Sciences	9		1	6														
403-Microbiology	1			1														
415-Toxicology	9	3		8														
501-Financial Administration and Program	7	2	3	7														
503-Financial Clerical and Assistance	2		1	2														
510-Accounting	6	1	1	5														
601-General Health Science	1			1														

690-Industrial Hygiene	1			1
80-Security Administration	2		1	2
819-Environmental Engineering	86	17	21	79
905-General Attorney	43	12	3	35
950-Paralegal Specialist	2	1		2
986-Legal Assistance	1			
#N/A	2	1	1	2
GOLDEN,COLORADO	**14**	**3**	**4**	**13**
1301-General Physical Science	2	1	1	2
1320-Chemistry	7	2	1	6
2210-Information Technology Management	1			1
301-Miscellaneous Administration and Program	1			1
401-General Natural Resources Management and Biological Sciences	3		2	3
HELENA,MONTANA	**25**	**2**	**12**	**24**
1035-Public Affairs	1			1
1301-General Physical Science	7		4	7
1315-Hydrology	1			1
2210-Information Technology Management	1		1	1
28-Environmental Protection Specialist	5		4	5
301-Miscellaneous Administration and Program	1		1	1
341-Administrative Officer	2	1		2
401-General Natural Resources Management and Biological Sciences	1			1
501-Financial Administration and Program	1		1	1
819-Environmental Engineering	4		1	3
905-General Attorney	1	1		1
LIBBY,MONTANA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
PIERRE,SOUTH DAKOTA	**1**			**1**
819-Environmental Engineering	1			1
Grand Total	**528**	**98**	**127**	**491**

Region 9	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CARSON CITY,NEVADA	**3**	**1**	**2**	**3**														
1301-General Physical Science	2	1	1	2														
819-Environmental Engineering	1		1	1														
HONOLULU,HAWAII	**7**	**1**	**3**	**7**														
1035-Public Affairs	1		1	1														
1301-General Physical Science	3	1	1	3														
28-Environmental Protection Specialist	2		1	2														
401-General Natural Resources Management and Biological Sciences	1			1														
LONG BEACH,CALIFORNIA	**2**			**2**														
1301-General Physical Science	1			1														
819-Environmental Engineering	1			1														
LOS ANGELES,CALIFORNIA	**19**	**2**	**3**	**19**														
1035-Public Affairs	1			1														
1301-General Physical Science	1			1														
1810-General Investigating	1			1														
2210-Information Technology Management	1		1	1														
28-Environmental Protection Specialist	8	1	1	8														
318-Secretary	1			1														
343-Management and Program Analysis	1		1	1														
401-General Natural Resources Management and Biological Sciences	2			2														
819-Environmental Engineering	3	1		3														
PACIFICA,CALIFORNIA	**1**			**1**														
343-Management and Program Analysis	1			1														
RICHMOND,CALIFORNIA	**11**	**5**	**2**	**11**														
1301-General Physical Science	3	1	1	3														
1320-Chemistry	4	2		4														
2210-Information Technology Management	1	1		1														
401-General Natural Resources Management and Biological Sciences	3	1	1	3														
SACRAMENTO,CALIFORNIA	**3**		**1**	**3**														
1301-General Physical Science	2		1	2														
401-General Natural Resources Management and Biological Sciences	1			1														
SAN DIEGO,CALIFORNIA	**8**		**4**	**7**														
28-Environmental Protection Specialist	6		2	5														

819-Environmental Engineering	2		2	2
SAN FRANCISCO,CALIFORNIA	**677**	**134**	**193**	**619**
1035-Public Affairs	5		1	4
1071-Audiovisual Production	1			1
1082-Writing and Editing	2	1	1	2
1101-General Business and Industry	7	1	5	7
1102-Contracting	12	3	1	12
1109-Grants Management	13	1	8	12
1301-General Physical Science	99	19	25	84
1320-Chemistry	1		1	1
1370-Cartography	2		1	2
1410-Librarian	1	1		1
150-Geography	1		1	1
1810-General Investigating	1		1	1
18-Safety and Occupational Health Management	1		1	1
201-Human Resources Management	4	3	1	4
2210-Information Technology Management	21	7	11	20
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	201	37	59	192
29-Environmental Protection Assistant	3	1	2	3
301-Miscellaneous Administration and Program	6	1	3	6
303-Miscellaneous Clerk and Assistant	8	3	2	8
306-Government Information Specialist	1			1
308-Records Management	1		1	1
318-Secretary	6	3	1	6
340-Program Management	7	4	2	7
341-Administrative Officer	6	3	2	6
342-Support Services Administration	1		1	1
343-Management and Program Analysis	11	3	3	11
391-Telecommunications	3	1	1	3
401-General Natural Resources Management and Biological Sciences	42	3	6	33
415-Toxicology	3	1	2	3
501-Financial Administration and Program	2	1	1	2
505-Financial Management	1		1	1
510-Accounting	3	1	1	3
560-Budget Analysis	14	4	2	14
561-Budget Clerical and Assistance	1			1
690-Industrial Hygiene	1	1		1

80-Security Administration	2		1	2
819-Environmental Engineering	112	16	28	99
893-Chemical Engineering	1			
905-General Attorney	68	15	15	61
#N/A	1			
SHIPROCK,NEW MEXICO	**1**			**1**
401-General Natural Resources Management and Biological Sciences	1			1
STATELINE,NEVADA	**1**	**1**		**1**
819-Environmental Engineering	1	1		1
TUCSON,ARIZONA	**2**	**1**		**2**
28-Environmental Protection Specialist	2	1		2
YREKA,CALIFORNIA	**1**			**1**
28-Environmental Protection Specialist	1			1
Grand Total	**736**	**145**	**208**	**677**

Region 10	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade: 1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
ANCHORAGE,ALASKA	**27**	**3**	**3**	**27**														
1301-General Physical Science	5			5														
28-Environmental Protection Specialist	14	2	1	14														
340-Program Management	1		1	1														
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	4		1	4														
819-Environmental Engineering	1			1														
89-Emergency Management Specialist	1			1														
BOISE,IDAHO	**20**	**6**	**3**	**19**														
1301-General Physical Science	10	4	1	10														
28-Environmental Protection Specialist	6	1	1	6														
340-Program Management	1	1		1														
343-Management and Program Analysis	1			1														
401-General Natural Resources Management and Biological Sciences	1																	
819-Environmental Engineering	1		1	1														
COEUR D ALENE,IDAHO	**1**		**1**	**1**														
28-Environmental Protection Specialist	1		1	1														
EUGENE,OREGON	**1**	**1**		**1**														
28-Environmental Protection Specialist	1	1		1														
JUNEAU,ALASKA	**2**		**1**	**2**														
1301-General Physical Science	1		1	1														
28-Environmental Protection Specialist	1			1														
KING,WASHINGTON	**1**			**1**														
306-Government Information Specialist	1			1														
LACEY,WASHINGTON	**9**	**1**	**4**	**7**														
1035-Public Affairs	1			1														
28-Environmental Protection Specialist	6	1	2	4														
343-Management and Program Analysis	1		1	1														
401-General Natural Resources Management and Biological Sciences	1		1	1														
MANCHESTER,WASHINGTON	**1**			**1**														
403-Microbiology	1			1														
PORT ORCHARD,WASHINGTON	**19**	**1**	**3**	**18**														
1301-General Physical Science	1			1														
1311-Physical Science Technician	1			1														

1320-Chemistry	10	1	1	10
1640-Facility Operations Services	1			
28-Environmental Protection Specialist	3		2	3
318-Secretary	1			1
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	1			1
PORTLAND,OREGON	**22**	**6**	**4**	**22**
1035-Public Affairs	1	1		1
1301-General Physical Science	4	1		4
201-Human Resources Management	1			1
28-Environmental Protection Specialist	6	3	1	6
318-Secretary	1			1
340-Program Management	2		2	2
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	2		1	2
408-Ecology	1			1
819-Environmental Engineering	2	1		2
905-General Attorney	1			1
RICHLAND,WASHINGTON	**7**		**3**	**7**
1301-General Physical Science	4		2	4
819-Environmental Engineering	3		1	3
SEATTLE HEIGHTS,WASHINGT	**1**			**1**
819-Environmental Engineering	1			1
SEATTLE,WASHINGTON	**435**	**90**	**102**	**394**
1035-Public Affairs	8	2	1	8
1109-Grants Management	20	5	5	13
1301-General Physical Science	67	12	13	58
1306-Health Physics	1			1
1315-Hydrology	1	1		1
1320-Chemistry	4		1	3
1340-Meteorology	1			1
201-Human Resources Management	2		1	2
2210-Information Technology Management	9	2	2	9
260-Equal Employment Opportunity	1	1		1
28-Environmental Protection Specialist	146	27	38	134
29-Environmental Protection Assistant	1	1		1
301-Miscellaneous Administration and Program	19	5	1	18
303-Miscellaneous Clerk and Assistant	2	1		2
306-Government Information Specialist	4		2	4

308-Records Management	2		2	2
318-Secretary	7	4	1	7
340-Program Management	6	2	3	6
342-Support Services Administration	1			
343-Management and Program Analysis	11	3	2	11
401-General Natural Resources Management and Biological Sciences	17	4	3	16
408-Ecology	5	1	4	5
415-Toxicology	6	2		6
482-Fish Biology	1			1
501-Financial Administration and Program	2	1		2
503-Financial Clerical and Assistance	1	1		1
510-Accounting	3			3
560-Budget Analysis	7	3		6
690-Industrial Hygiene	1			1
80-Security Administration	2			2
819-Environmental Engineering	38	6	14	35
89-Emergency Management Specialist	2			2
905-General Attorney	35	6	8	30
950-Paralegal Specialist	1			1
#N/A	1		1	1
Grand Total	**546**	**108**	**124**	**501**

Region III
VERA/VSIP Proposal
Region III is requesting VERA/VSIP authority to increase its flexibility in implementing efficiency measures by eliminating positions, restructuring positions and reassigning staff to priority programs. The Region is currently at FTE ceiling. The current attrition rate of 3-4% annually, would not allow the Region to pursue the efficiency measures without VERA/VSIP incentives. In order to achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The Region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. Future reorganizations would be based on outcomes from new initiatives and policy directions and the response to VERA/VSIP. The Region is proposing the following actions to increase efficiency and effectiveness of Agency programs and Regional operations:

1. **Delayering.**

On average, the supervisor to staff ratio in the Region is 1:8. The ratios vary widely by Divisions and there are opportunities to reorganize functions in order eliminate supervisory positions and decrease supervisory layers. In addition, an increased focus on scientific positions has reduced the need for Supervisory Environmental Protection Specialists.

Target:

- GS-14/15 Supervisory Environmental Protection Specialists
- GS-15 Supervisory Attorneys
- GS-14/15 Supervisory Interdisciplinary Scientists (Life Scientist, Env. Engineer, Physical Scientist)
- GS-15 Program Managers
- GS-15 Financial Manager
- GS-14 Supv Equal Employment Specialist
- GS-15 Facility Manager
- GS-15 IT Specialist
- GS 14 Supervisory Public Affairs
- GS 14/15 Supervisory Government Affairs

2. **Consolidate or reduce administrative functions.**

Improvements in technology and decreased dependence on paper has made many traditional administrative and clerical functions obsolete. By offering VERA/VSIP to all grades in the administrative and clerical series, these support functions can be consolidated.

Target:

- Secretarial positions
- Facility management positions
- Human Resources positions
- Management Analysts and Program Analysts GS-12 and below
- Environmental Protection Specialists GS-11 and below

3. **Restructure and reduce highly graded supervisory and non-supervisory positions.**

The Region has over 85 non-supervisory GS-14/15 positions. Offering VERA/VSIP to all eligible staff in this population will help reduce the number of GS-14 and 15 employees. Remaining non-supervisory GS-14/15s can be reassigned to vacated supervisory positions where suitable.

Forty percent of the Region is a GS-13. While there is a need to maintain higher graded staff to provide leadership and subject matter expertise to programs, the Region is weighted heavily in higher grades. Through attrition gained by VERA/VSIP, the Region will restructure functions and reassign work to the existing positions. The Region has over 100 entry level interdisciplinary scientists at the GS-07/09/11/12 level who can be reassigned to new functions to backfill critical areas. These entry level staff will benefit from cross training early in their career and build the capability of the next generation of Agency leaders. The Region does not anticipate backfilling any of the positions with external candidates, though there may be opportunities for reassignments and merit promotion actions within the existing workforce.

Target:

- All non-supervisory GS-13, 14 and 15 positions in most job series.

4. **Restructure to focus on core business functions.**

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. These functions are filled by staff in a range of positions, series and grades. By offering VERA/VSIP widely, staff remaining in these functions can be shifted to new program requirements.

Target:

- Environmental Protection Specialists GS-12
- Grants Management specialists
- Financial Management specialists GS-12 and below
- Public Affairs specialists GS-12 and below
- GS-12 Interdisciplinary scientists
- Investigators

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 3,975,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the GS-13/6 x 240 x 159 of Targeted Positions}	$ 2,175,120
Total Maximum Direct Costs	$ 6,150,120

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$116,497,924	116,497,923
B. VERA/ VSIP Payout Cost*	-$ 3,975,000	$0
C. Leave Payout Cost*	-$ 2,175,120	$0
D. Post VERA/VSIP Annual Payroll Cost	$111,000,434	$111,000,434
E. Payroll for # New Hires**	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions*** (F = A – B – C – D - E)	$11,647,610	$5,497,490
G. Pre-VERA/VSIP Annual WCF Cost	$1,257,660	$1,257,660
H. Post VERA/VSIP Annual WCF Cost	$1,205,055	$1,205,055
I. WCF for # New Hires	0	0
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$52,605	$52,605
Projected Savings with VERA/VSIP (F + J)	$11,700,215	$5,550,095

Assumptions:

*No payroll will be expended in FY'18 to support Voluntary Incentive Payments or Leave payouts.

**No external vacancies will be created as a result of eliminating 35 positions through VERA/VSIP.

***Payroll savings estimate is based on the elimination of 35 positions at the GS-13/6 level in the Philadelphia locality with a 32% benefit rate ($157, 014/employee).

TALKING POINTS – TOWN HALL MEETINGS ON
VERA/VSIP PLANS
June 2017

- I want to thank everyone for coming today so we can give you an update on the agency's approach and status of early outs and buyouts (VERA/VSIPs).

- As the Acting Deputy Administrator shared with all of you, the agency is seeking approval from the Office of Personnel Management and the Office of Management and Budget to be granted Voluntary Early Retirement Authority and offer Voluntary Separation Incentive Payments to employees.

- In developing the VERA/VSIP business case, the agency considered multiple factors including:

    - increasing supervisor to staff ratio;
    - consolidating support functions;
    - restructuring or reducing highly graded supervisory and non-supervisory positions;
    - focusing on core business functions, programmatic and STEM priorities, and
    - consolidating and streamlining programs and functions.

- The Acting Deputy Administrator had asked all program and regional offices to review their resources and all 22 regions and program offices submitted plans to the office of Human Resources in the Office of Administration and Resources Management.

- The OHR analyzed these plans and prepared one consolidated agency plan.

- On June 16th, the agency submitted this plan to OPM and OMB. We are now awaiting formal plan approval which we hope to receive by late June.

- At that point, we will know what positions will be included and expect this number to be limited.

- For employees in the pool, the process will be similar to how the past VERA/VSIP processes were managed.

- Each employee in the pool will receive a letter outlining the VERA/VSIP application process.

- Remember that applying for a VERA/VSIP is strictly voluntary.

- Interested employees will apply on line for a VERA/VSIP. Their application will be sent to their HR Shared Service Center and they will receive an e-mail confirming their application.

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- The HR SSC will evaluate the eligibility of applicants and notify regional and program offices as each application is received.

- The agency has established the selection criteria for the process in the event of more applicants than positions being offered:

- If the number of applications received exceeds the total number of VSIPs the agency can offer, approvals will be based first on the service computation date used to calculate an employee's leave, then on the entry on duty date for the EPA years of service. If these dates are the same for two EPA eligible employees, then the offer will be granted to the employee who submitted his or her application first.

- We will share other process details with employees as they become available.

- All employees who are taking a VERA/VSIP must be separated from the agency by the end of August. There will be no exceptions or extensions to this date.

- If you are considering applying for, or choose to apply for a VERA/VSIP, there are retirement classes and webinars. Retirement counseling is being offered through the HR shared Service Centers.

- If you have any questions about the VERA/VSIP process or want to see the list of retirement trainings that are available, I encourage you to visit the VERA/VSIP intranet site at [HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"] or contact the HRSSC.

- We have been asked about any other VERA/VSIP offerings next year for employees not included in this initial effort. It is possible, but we are not sure.

- The decision to apply for and offer VERA/VSIPs was not made lightly. Senior management and others throughout the agency have spent a considerable amount of time looking strategically at ways to better align the agency's workforce with agency goals not only for today, bust most importantly, for the future.

- Offering VERA/VSIPs is just one component of a much larger effort to improve the way we work and hopefully improve the workplace experience for our employees.

- I am going to open the floor for your questions, but assure you that most of the details concerning the VERA/VSIP process will be in the letters that will be sent out.

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VERA/VSIP Business Case

Office of Research and Development

The Office of Research and Development (ORD) plans to reshape its workforce to place a greater focus on the science supporting the Administrator's priorities of (1) supporting core drinking water/clean water infrastructure projects; (2) implementing TSCA reform: (3) bringing about measurable changes in communities with Superfund sites; and (4) attaining the air quality standards. Our plan is to accomplish this through the restructuring of our workforce by consolidating our Las Vegas workforce to other ORD locations, bringing our supervisor-to-staff ratio in line with Agency standards, and reducing the number of highly graded, non-supervisory staff position.

Without the eliminated/restructured positions, ORD will have the increased opportunity to maintain its core post-doctoral program that provides technical expertise in cutting-edge scientific areas supporting the agency's priorities, as well as to create vacancies to recruit staff at the entry level with the skill sets needed to support our core functions. Additionally, reducing the number of employees at our LV facility will allow us to reduce the footprint in leased space, eventually allowing us to reallocate those funds to other high priority initiatives.

ORD plans to use the VERA, in conjunction with the VSIP, as an incentive to implement these restructuring strategies. ORD historically has a low attrition rate, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. Together, these two authorities provide the most favorable opportunity for the organization to meet its goals while offering an attractive incentive for eligible employees to elect to leave the organization.

VSIP will be offered to a maximum of 183 employees with an estimated 55 (or 30%) accepting the offer. These offers will be made to retirement or early out (VERA) eligible employees located in LV, Nevada; eligible employees who are non-supervisors at the GS-14 and above grade level (to include ST, SL); and eligible supervisors with <5 employees. ORD's Labs, Centers, and Offices (LCOs) are all unique in how they support the priorities of the Agency. Each will handle restructuring under the three scenarios slightly different based on their current staffing needs, mainly through a variance in the maximum offers by geographic location, series, and grade. Our attached template takes those considerations into account and includes numbers based on the LCO specific requests. We would like to reserve the right to adjust the max offers if necessary, with the understanding that the overall cap of 183 cannot be exceeded. ORD will not have any changes to its organizational chart (attached) as a result of these offers.

ORD currently has 1564 non-temporary employees. Of those, 322 employees are eligible for early retirement. VERA will be offered to 68 of the non-temporary employees in ORD. The estimate of the total number of employees in ORD who are expected to take early retirement is 14 (20%). ORD does not anticipate any involuntary separations, downgrades or transfers as a result of this restructuring. It is anticipated that it will be necessary to implement a limited number of details and reassignments as a result of the VERA in order to continue our restructuring/reshaping process. We anticipate some reassignments specifically associated with our goal to increase the supervisor/staff ratio in ORD. VERA will help us move toward that goal. Additionally, a reduction in the number of high graded non-supervisors as a result of this VERA will allow ORD to bring in new, lower graded employees with skills to

take on work to support the agency's core functions, as well as continue our focus on our post doc program.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Maximum Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	183 x $25,000 = $ 4,575,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 3,030,480
Total Maximum Direct Costs	$ 7,647,040

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$270,216,263	$262,109,775
B. VERA/ VSIP Payout Cost	$1,375,000	$0
C. Leave Payout Cost	$910,800	$0
D. Post VERA/VSIP Annual Payroll Cost	$261,204,513	$252,935,814
E. Payroll for # New Hires	$1,480,752	$3,014,811
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,245,198	$6,159,150
G. Pre-VERA/VSIP Annual WCF Cost	$10,772,042	$10,987,482
H. Post VERA/VSIP Annual WCF Cost	$10,414,405	$10,622,692
I. WCF for # New Hires	$203,028	$182,784
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$154,610	$182,006
Projected Savings with VERA/VSIP (F + J)	$5,399,808	$6,341,157

Budget assumptions:
Table A:
 # Targeted x 25,000: Assumes max (cap) of 183 (because calculation is for maximum costs) accept $25K each for a total of $4.575M
Annual Leave Pay Out: The average hourly rate across the entire targeted pool is about $69 x 183 max (cap) x 240 hours for a total of $3,030,480

Table B:
A: Amounts of PC&B for all of ORD, 3% historical attrition applied to 2018 number, COLA is 1.8% for 2018 and assumed to be the same for 2019.
B: Assumes that of 183 max (cap), 55 of the cap will accept (30% targeted). 55*25000 = $1.375M for FY18 (we assume that all VERA/Retirements must occur by 9/30/17), and we currently assume that no additional VERA/VSIP is planned for FY18 or FY19 though we would like to be able to pursue that option if necessary and possible.
C: Assumes that (from line B) with 55 accepting, with 240 hours leave at an average hourly rate of $69,

this is $69 x 55 accepting x 240 hours for a total of $910,800

D: Amounts of PC&B estimated for 55 accepting and leaving with $145,000 average salary of targeted and 13% benefits % of PC&B estimate, so (Line A) - (55 X $145,000 X 113%) = $261,204,513 for FY18 and the same amount times 101.8% for COLA for FY19 or (Line A) - (55 X $145,000 X 113% X 101.8%) = $252,935,814

E: We assume that of 55 departing, 28 new hires would be made at lower pay grades. Assume the average hourly rate of $45/hour, and with 13% benefits, and assume that the average new hire works half the year, (28 X $45 X 2080 X 113% X 50%) = $1,480,752 for FY18, and the same amount times 101.8% for COLA for FY19 and assuming those same new hires work the whole year, (28 X $45 X 2080 X 113% X 101.8%) = $3,014,811

G: By taking the $6275 average WCF cost/year for 2017 for all ORD FTE and multiplying it by1683 FTE and by 102% for the FY18 increase it is: 1683 X 102% X $6275 = $10,772,042 and then $10,772,042 X 102% = $10,987,482 for FY19

H: $6375 is the average WCF cost/year for 2017 of the targeted employees. Assuming 55 accept and depart, and 2% is the annual increase in cost, (Line G) - ($6375 X 102% X 55) = $10,414,405 for FY18 and (Line G) - ($6375 X 102% X 102% X 55) = $10,622,692 for FY19.

I: $6275 is the average WCF cost/year for 2017 of the targeted employees. 2% is the annual increase in cost. So $6275 X 102% = $6400. Additional one-time background check costs are $4051/employee. If 50 new hires are made throughout FY18, and on average they work for half the fiscal year, that cost would be ($6400 X 50% X 28) + ($4051 X 28) = $203,028 for FY18 and presumably they'd work all of FY19, so it would be ($6400 X 102% X 28) = $182,784

	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
OARM	702	121	164	643
OAR	1155	184	271	1002
OCFO	315	51	83	283
OECA	730	176	164	686
OIG	276	44	58	251
OITA	74	12	19	70
AO	730	76	80	311
OEI	348	71	81	312
OGC	234	37	51	183
OLEM	495	113	134	451
ORD	1794	427	324	1463
OCSPP	1147	203	225	876
OW	602	103	94	502
REGION 1	568	137	201	521
REGION 2	785	205	238	726
REGION 3	828	199	217	722
REGION 4	914	166	297	823
REGION 5	1086	258	309	978
REGION 6	748	227	166	669
REGION 7	522	75	112	444
REGION 8	529	98	127	491
REGION 9	741	145	208	677
REGION 10	548	108	124	501
EPA	**15871**	**3236**	**3747**	**13585**

VSIP

When an agency has received approval from OPM to offer VSIPs, any employee (as defined in 5 U.S.C. 2105) who meets these general eligibility requirements may receive an offer. The employee must:

1. Be serving in an appointment without time limit;
2. Be currently employed by the Executive Branch of the Federal Government for a continuous period of at least 3 years;
3. Be serving in a position covered by an agency VSIP plan (i.e., in the specific geographic area, organization, series and grade);
4. Apply for and receive approval for a VSIP from the agency making the VSIP offer; and
5. Not be included in any of the ineligibility categories listed below.

Employees in the following categories are not eligible for a VSIP:

1. Are reemployed annuitants;
2. Have a disability such that the individual is or would be eligible for disability retirement;
3. Have received a decision notice of involuntary separation for misconduct or poor performance;
4. Previously received any VSIP from the Federal Government;
5. During the 36-month period preceding the date of separation, performed service for which a student loan repayment benefit was paid, or is to be paid;
6. During the 24-month period preceding the date of separation, performed service for which a recruitment or relocation incentive was paid, or is to be paid; and
7. During the 12-month period preceding the date of separation, performed service for which a retention incentive was paid, or is to be paid.

VERA

To be eligible to retire under VERA, an employee must:

(1) Meet the VERA minimum age and service requirements (i.e., the employee has completed at least 20 years of creditable service and is at least age 50, or has completed at least 25 years of creditable service regardless of age);

The minimum age and service requirements are set by statute in 5 U.S.C. 8336(d)(2) for CSRS employees, and in 5 U.S.C. 8414(b)(1) for FERS employees. OPM has no authority to waive either the minimum age or service requirement for VERA eligibility.

(2) Have been continuously employed by the agency for at least 31 days before the date that the agency initially requested OPM approval of VERA;

(3) Hold a position that is not a time-limited appointment;

(4) Have not received a final removal decision based upon misconduct, or unacceptable performance;

(5) Hold a position covered by the agency's VERA; and

(6) Retire under the VERA option during the agency's VERA window.

OARM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
ATLANTA,GEORGIA	**2**	**2**		**2**
1801-General Inspection, Investigation, and Compliance	1	1		1
905-General Attorney	1	1		1
BOSTON,MASSACHUSETTS	**1**			**1**
343-Management and Program Analysis	1			1
CHICAGO,ILLINOIS	**1**			**1**
905-General Attorney	1			1
CINCINNATI,OHIO	**68**	**9**	**21**	**65**
1102-Contracting	2			1
1301-General Physical Science	1		1	1
1410-Librarian	1			1
1654-Printing Services	1	1		1
18-Safety and Occupational Health Management	2		2	2
2010-Inventory Management	1			1
201-Human Resources Management	29	4	10	28
203-Human Resources Assistance	2			2
2210-Information Technology Management	6		2	5
318-Secretary	2	1		2
340-Program Management	1			1
343-Management and Program Analysis	12	3	3	12
391-Telecommunications	2		1	2
801-General Engineering	4		1	4
80-Security Administration	1			1
830-Mechanical Engineering	1		1	1
DURHAM,NORTH CAROLINA	**131**	**11**	**19**	**111**
1102-Contracting	33	4	8	31
1301-General Physical Science	1			
1640-Facility Operations Services	6		1	5
18-Safety and Occupational Health Management	1			1
2010-Inventory Management	1			
201-Human Resources Management	55	3	6	44
203-Human Resources Assistance	5			4
2210-Information Technology Management	10	1	3	8
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	2			2
340-Program Management	3			3
341-Administrative Officer	1			1
343-Management and Program Analysis	2	1	1	2
511-Auditing	1	1		1
801-General Engineering	1	1		1
80-Security Administration	1			1
830-Mechanical Engineering	4			4

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

850-Electrical Engineering	2			2
899-Engineering and Architecture Student Trainee	1			1
LAS VEGAS,NEVADA	**21**	**2**	**5**	**18**
201-Human Resources Management	18	2	5	15
203-Human Resources Assistance	2			2
318-Secretary	1			1
MOREHEAD CITY,NORTH CARO	**1**		**1**	**1**
201-Human Resources Management	1		1	1
NEW BERN,NORTH CAROLINA	**1**			**1**
201-Human Resources Management	1			1
NORWOOD,OHIO	**37**	**4**	**6**	**34**
1102-Contracting	36	3	6	33
301-Miscellaneous Administration and Program	1	1		1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
905-General Attorney	1			1
SAN FRANCISCO,CALIFORNIA	**1**			**1**
343-Management and Program Analysis	1			1
WASHINGTON,DC	**433**	**93**	**112**	**407**
1001-General Arts and Information	1		1	1
1102-Contracting	96	19	24	90
1103-Industrial Property Management	1			1
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	22	6	5	22
1170-Realty	1			1
1640-Facility Operations Services	2		2	2
1654-Printing Services	1			1
1712-Training Instruction	1			1
1750-Instructional Systems	2			1
1801-General Inspection, Investigation, and Compliance	2		1	2
18-Safety and Occupational Health Management	3		1	3
201-Human Resources Management	37	11	8	34
203-Human Resources Assistance	2	1	1	2
2101-Transportation Specialist	1			
2210-Information Technology Management	25	1	9	25
28-Environmental Protection Specialist	1			1
301-Miscellaneous Administration and Program	21	7	7	20
303-Miscellaneous Clerk and Assistant	2	2		2
306-Government Information Specialist	3	2	1	3
318-Secretary	2	1	1	2
326-Office Automation Clerical and Assistance	2	1		2
340-Program Management	7	2	2	7
341-Administrative Officer	2		1	2
342-Support Services Administration	11	6	3	11
343-Management and Program Analysis	106	21	24	99
344-Management and Program Clerical and Assistance	1			1
351-Printing Clerical	1		1	1
391-Telecommunications	1	1		1

510-Accounting	4	1	1	4
511-Auditing	5	2	2	5
690-Industrial Hygiene	1	1		1
801-General Engineering	1			1
804-Fire Protection Engineering	2		1	1
808-Architecture	5	2		4
80-Security Administration	18	2	4	17
810-Civil Engineering	1	1		1
819-Environmental Engineering	1			1
830-Mechanical Engineering	4		1	3
850-Electrical Engineering	1			1
905-General Attorney	26	2	7	23
935-Adminstrative Law Judge	3		2	3
950-Paralegal Specialist	1		1	1
#N/A	2		1	2
Grand Total	**698**	**121**	**164**	**643**

OAR	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**282**	**46**	**73**
1102-Contracting	1		
110-Economist	3		
1301-General Physical Science	21	1	8
1320-Chemistry	7	3	
1399-Physical Science Student Trainee	1		
1550-Computer Science	4	2	
1640-Facility Operations Services	4		
1801-General Inspection, Investigation, and Compliance	14	2	3
1910-Quality Assurance	1		
201-Human Resources Management	2		
2210-Information Technology Management	8	1	2
28-Environmental Protection Specialist	51	11	16
301-Miscellaneous Administration and Program	13	2	3
318-Secretary	1		1
343-Management and Program Analysis	11		1
4714-Model Making	1		
801-General Engineering	21	2	4
802-Engineering Technical	12	2	4
803-Safety Engineering	1	1	
819-Environmental Engineering	14	2	5
830-Mechanical Engineering	62	12	19
850-Electrical Engineering	4	2	
854-Computer Engineering	2		1
893-Chemical Engineering	12	3	6
899-Engineering and Architecture Student Trainee	4		
905-General Attorney	3		
99-General Student Trainee	4		
ANNAPOLIS,MARYLAND	**1**		
343-Management and Program Analysis	1		
AUTAUGA,ALABAMA	**1**		
1320-Chemistry	1		
DALLAS,TEXAS	**1**		
1301-General Physical Science	1		
DURHAM,NORTH CAROLINA	**345**	**54**	**78**
1035-Public Affairs	1		
1101-General Business and Industry	7	1	
110-Economist	9	1	
1301-General Physical Science	66	13	4
1530-Statistics	6		1
2210-Information Technology Management	9	1	
28-Environmental Protection Specialist	112	15	32

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
248														
1														
1														
16														
5														
4														
2														
14														
1														
2														
8														
50														
11														
1														
11														
1														
21														
8														
1														
13														
57														
4														
2														
12														
2														
1														
1														
1														
1														
294														
1														
7														
7														
49														
4														
8														
98														

301-Miscellaneous Administration and Program	27	8	7
306-Government Information Specialist	1		
340-Program Management	7	2	3
343-Management and Program Analysis	14	3	3
401-General Natural Resources Management and Biological Sciences	3		
408-Ecology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		1
601-General Health Science	12	1	1
819-Environmental Engineering	64	9	25
893-Chemical Engineering	3		
LAS VEGAS,NEVADA	**23**	**8**	**3**
1102-Contracting	1		
1301-General Physical Science	10	4	1
1306-Health Physics	1		
2210-Information Technology Management	1		
28-Environmental Protection Specialist	5	2	1
303-Miscellaneous Clerk and Assistant	1	1	
343-Management and Program Analysis	2	1	1
690-Industrial Hygiene	1		
819-Environmental Engineering	1		
MONTGOMERY,ALABAMA	**39**	**9**	**10**
1102-Contracting	1		
1301-General Physical Science	25	7	7
1306-Health Physics	1		
1320-Chemistry	6	1	2
1529-Mathematical Statistics	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2		
318-Secretary	1	1	
690-Industrial Hygiene	1		
SAN DIEGO,CALIFORNIA	**1**	**1**	
301-Miscellaneous Administration and Program	1	1	
WASHINGTON NAVY YARD,DC	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**450**	**66**	**107**
1035-Public Affairs	21		2
1102-Contracting	4		
110-Economist	18	3	2
1301-General Physical Science	43	9	4
1306-Health Physics	5	1	2
1320-Chemistry	3		2
1350-Geology	2		
1515-Operations Research	1	1	
1530-Statistics	2	1	
1550-Computer Science	1		
1801-General Inspection, Investigation, and Compliance	1		

25														
1														
7														
14														
3														
1														
1														
2														
7														
56														
3														
22														
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1														
1														
403														
17														
4														
17														
36														
5														
3														
1														
2														
1														

2210-Information Technology Management	9	2	3
28-Environmental Protection Specialist	160	8	36
301-Miscellaneous Administration and Program	18	5	7
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	6	1	3
340-Program Management	6	2	1
341-Administrative Officer	1	1	
343-Management and Program Analysis	89	20	28
344-Management and Program Clerical and Assistance	3	2	1
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	6	2	
408-Ecology	1		
801-General Engineering	3		1
819-Environmental Engineering	33	5	11
830-Mechanical Engineering	2		1
861-Aerospace Engineering	1		
893-Chemical Engineering	2	1	
905-General Attorney	4	1	2
99-General Student Trainee	2		
#N/A	1		1
Grand Total	**1144**	**184**	**271**

9														
137														
18														
1														
6														
5														
1														
86														
3														
6														
1														
3														
31														
2														
1														
2														
4														
1														
1002														

OCFO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
CHAMPAIGN,ILLINOIS	**1**			**1**
1160-Financial Analysis	1			1
CINCINNATI,OHIO	**6**		**1**	**6**
2210-Information Technology Management	1			1
501-Financial Administration and Program	3			3
510-Accounting	2		1	2
DURHAM,NORTH CAROLINA	**57**	**8**	**16**	**51**
2210-Information Technology Management	12	1	7	12
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	2		1	2
399-Administration and Office Support Student Trainee	3			
501-Financial Administration and Program	22	4	6	21
510-Accounting	16	3	2	15
LAS VEGAS,NEVADA	**19**	**3**	**7**	**15**
2210-Information Technology Management	1			
318-Secretary	1			1
501-Financial Administration and Program	12	2	5	9
503-Financial Clerical and Assistance	1			1
510-Accounting	4	1	2	4
NORWOOD,OHIO	**44**	**5**	**6**	**43**
343-Management and Program Analysis	2		1	2
501-Financial Administration and Program	20	3	1	19
510-Accounting	21	2	4	21
599-Financial Management Student Trainee	1			1
WASHINGTON,DC	**186**	**35**	**53**	**167**
1035-Public Affairs	1			1
1160-Financial Analysis	1			1
2210-Information Technology Management	31	2	8	28
301-Miscellaneous Administration and Program	3	2	1	3
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	3	3		2
340-Program Management	1	1		1
341-Administrative Officer	2		2	2
343-Management and Program Analysis	81	13	18	73
399-Administration and Office Support Student Trainee	1			
501-Financial Administration and Program	18	2	9	18
503-Financial Clerical and Assistance	1	1		1
510-Accounting	33	8	12	29
560-Budget Analysis	4	2		4
599-Financial Management Student Trainee	2			
905-General Attorney	1		1	1

# of Targeted Positions													
by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

#N/A	2		2	2
Grand Total	**313**	**51**	**83**	**283**

OECA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ALBUQUERQUE,NEW MEXICO	**1**		
819-Environmental Engineering	1		
ANCHORAGE,ALASKA	**3**		
1811-Criminal Investigating	3		
ARLINGTON,VIRGINIA	**3**		
1811-Criminal Investigating	3		
ATLANTA,GEORGIA	**8**	**2**	
1301-General Physical Science	1		
1811-Criminal Investigating	7	2	
BALTIMORE,MARYLAND	**2**		
1811-Criminal Investigating	2		
BATON ROUGE,LOUISIANA	**2**		
1811-Criminal Investigating	2		
BISMARCK,NORTH DAKOTA	**2**		
1811-Criminal Investigating	2		
BOISE,IDAHO	**2**	**1**	
1811-Criminal Investigating	2	1	
BOSTON,MASSACHUSETTS	**8**	**4**	
1811-Criminal Investigating	6	3	
301-Miscellaneous Administration and Program	1	1	
905-General Attorney	1		
BRUNSWICK,GEORGIA	**3**		**1**
1811-Criminal Investigating	2		
343-Management and Program Analysis	1		1
BUFFALO,NEW YORK	**2**		
1811-Criminal Investigating	2		
CHARLESTON,WEST VIRGINIA	**1**	**1**	
1811-Criminal Investigating	1	1	
CHARLOTTE,NORTH CAROLINA	**2**		
1811-Criminal Investigating	2		
CHICAGO,ILLINOIS	**7**	**1**	
1301-General Physical Science	1		
1811-Criminal Investigating	5	1	
893-Chemical Engineering	1		
CLEVELAND,OHIO	**6**	**1**	**1**
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1		1
DALLAS,TEXAS	**8**	**1**	**1**
1301-General Physical Science	1		
1811-Criminal Investigating	6	1	
301-Miscellaneous Administration and Program	1		1
DENVER,COLORADO	**15**	**2**	**2**

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
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1811-Criminal Investigating	6	1	
28-Environmental Protection Specialist	1		1
341-Administrative Officer	1		
819-Environmental Engineering	2		1
893-Chemical Engineering	1		
905-General Attorney	3		
986-Legal Assistance	1	1	
DETROIT,MICHIGAN	**2**		
1811-Criminal Investigating	2		
DURHAM,NORTH CAROLINA	**1**		
1811-Criminal Investigating	1		
EDISON,NEW JERSEY	**6**	**3**	
1301-General Physical Science	1	1	
1801-General Inspection, Investigation, and Compliance	1		
1811-Criminal Investigating	4	2	
GLYNCO,GEORGIA	**3**	**2**	
1811-Criminal Investigating	2	1	
301-Miscellaneous Administration and Program	1	1	
GREENSBORO,NORTH CAROLIN	**1**		
343-Management and Program Analysis	1		
GULF BREEZE,FLORIDA	**3**		
1811-Criminal Investigating	3		
HELENA,MONTANA	**2**	**1**	
1811-Criminal Investigating	2	1	
HONOLULU,HAWAII	**2**	**1**	
1811-Criminal Investigating	2	1	
HOUSTON,TEXAS	**6**	**2**	
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1	1	
INDIANAPOLIS,INDIANA	**1**		
1811-Criminal Investigating	1		
JACKSONVILLE,FLORIDA	**8**	**2**	
1811-Criminal Investigating	7	2	
301-Miscellaneous Administration and Program	1		
KANSAS CITY,KANSAS	**1**		
1811-Criminal Investigating	1		
KNOXVILLE,TENNESSEE	**2**	**1**	
1811-Criminal Investigating	2	1	
LAKEWOOD,COLORADO	**79**	**23**	**23**
1083-Technical Writing and Editing	1	1	
1301-General Physical Science	5	1	
1311-Physical Science Technician	1	1	
1320-Chemistry	27	11	7
1530-Statistics	1		
1601-Equipment, Facilities, and Services	1		
1801-General Inspection, Investigation, and Compliance	1		
1811-Criminal Investigating	2	1	

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2210-Information Technology Management	7	1	3
28-Environmental Protection Specialist	2	1	
301-Miscellaneous Administration and Program	3	2	1
340-Program Management	4		2
343-Management and Program Analysis	3	2	
344-Management and Program Clerical and Assistance	1		1
415-Toxicology	1		
819-Environmental Engineering	11	1	8
830-Mechanical Engineering	1		
893-Chemical Engineering	2		
905-General Attorney	5	1	1
LENEXA,KANSAS	**9**	**3**	
1811-Criminal Investigating	6	1	
301-Miscellaneous Administration and Program	1		
343-Management and Program Analysis	1	1	
905-General Attorney	1	1	
LOS ANGELES,CALIFORNIA	**5**	**1**	**1**
1811-Criminal Investigating	4	1	
301-Miscellaneous Administration and Program	1		1
LOUISVILLE,KENTUCKY	**1**		
1811-Criminal Investigating	1		
MIAMI,FLORIDA	**3**	**1**	
1811-Criminal Investigating	2	1	
905-General Attorney	1		
MIAMI-DADE,FLORIDA	**1**	**1**	
1811-Criminal Investigating	1	1	
MINNEAPOLIS,MINNESOTA	**2**		
1811-Criminal Investigating	2		
MISSOULA,MONTANA	**1**		
1811-Criminal Investigating	1		
NASHVILLE,TENNESSEE	**2**		
1811-Criminal Investigating	2		
NEW HAVEN,CONNECTICUT	**2**	**1**	
1811-Criminal Investigating	2	1	
NEW YORK, NEW YORK	**6**	**2**	
1811-Criminal Investigating	5	2	
301-Miscellaneous Administration and Program	1		
PHILADELPHIA,PENNSYLVANI	**6**	**3**	
1811-Criminal Investigating	5	3	
301-Miscellaneous Administration and Program	1		
PHOENIX,ARIZONA	**2**	**1**	**1**
1811-Criminal Investigating	1	1	
301-Miscellaneous Administration and Program	1		1
PORTLAND,OREGON	**2**		
1811-Criminal Investigating	2		
SACRAMENTO,CALIFORNIA	**1**		
1811-Criminal Investigating	1		

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SALT LAKE CITY,UTAH	**2**		
1811-Criminal Investigating	2		
SAN DIEGO,CALIFORNIA	**1**		
1811-Criminal Investigating	1		
SAN FRANCISCO,CALIFORNIA	**8**	**4**	
1301-General Physical Science	1	1	
1811-Criminal Investigating	6	2	
301-Miscellaneous Administration and Program	1	1	
SAN JUAN,PUERTO RICO	**2**		
1811-Criminal Investigating	2		
SEATTLE,WASHINGTON	**7**	**2**	
1801-General Inspection, Investigation, and Compliance	1	1	
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1		
ST LOUIS,MISSOURI	**2**		
1811-Criminal Investigating	2		
SYRACUSE,NEW YORK	**3**	**1**	
1811-Criminal Investigating	3	1	
TAMPA,FLORIDA	**2**	**1**	
1811-Criminal Investigating	2	1	
WASHINGTON,DC	**466**	**107**	**134**
1001-General Arts and Information	2		
1035-Public Affairs	1	1	
110-Economist	1		
1160-Financial Analysis	1		
1301-General Physical Science	25	6	4
1350-Geology	1	1	
1412-Technical Information Services	1		
1529-Mathematical Statistics	1		1
1801-General Inspection, Investigation, and Compliance	2	1	
1811-Criminal Investigating	16	2	
2210-Information Technology Management	26	9	6
28-Environmental Protection Specialist	66	14	24
301-Miscellaneous Administration and Program	14	5	7
306-Government Information Specialist	1		
308-Records Management	3		1
318-Secretary	2		1
340-Program Management	7	2	3
341-Administrative Officer	5		1
343-Management and Program Analysis	96	24	33
401-General Natural Resources Management and Biological Sciences	5	1	1
560-Budget Analysis	1		
819-Environmental Engineering	18	4	8
893-Chemical Engineering	6	1	4
905-General Attorney	164	36	39
950-Paralegal Specialist	1		1
WHEELING,WEST VIRGINIA	**2**		

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145														
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1811-Criminal Investigating	2		
Grand Total	**730**	**176**	**164**

2														
686														

OIG	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8
ARLINGTON,VIRGINIA	**7**	**1**	**1**	**7**		
1811-Criminal Investigating	5	1		5		
2210-Information Technology Management	2		1	2		
ATLANTA,GEORGIA	**14**	**3**	**1**	**13**		
1811-Criminal Investigating	4			4		
343-Management and Program Analysis	4	2		3		
511-Auditing	6	1	1	6		
BOSTON,MASSACHUSETTS	**9**	**2**	**4**	**9**		
1811-Criminal Investigating	1			1		
2210-Information Technology Management	1		1	1		
303-Miscellaneous Clerk and Assistant	1		1	1		
343-Management and Program Analysis	3	1	1	3		
511-Auditing	3	1	1	3		
CHICAGO,ILLINOIS	**23**	**1**	**5**	**22**		
101-Social Science	2	1		2		
1811-Criminal Investigating	3			3		
201-Human Resources Management	1		1	1		
2210-Information Technology Management	1		1	1		
343-Management and Program Analysis	6		2	6		
511-Auditing	7		1	6		
601-General Health Science	3			3		
CINCINNATI,OHIO	**8**	**1**	**1**	**6**		
343-Management and Program Analysis	2			2		
511-Auditing	4	1	1	4		
599-Financial Management Student Trainee	2					
DALLAS,TEXAS	**8**	**1**	**2**	**8**		
1811-Criminal Investigating	3	1		3		
343-Management and Program Analysis	1			1		
511-Auditing	4		2	4		
DENVER,COLORADO	**11**	**3**	**1**	**10**		
1811-Criminal Investigating	3	1		2		
343-Management and Program Analysis	4		1	4		
511-Auditing	3	1		3		
801-General Engineering	1	1		1		
DURHAM,NORTH CAROLINA	**17**	**3**	**3**	**15**		
101-Social Science	1			1		
1811-Criminal Investigating	2	1		2		
303-Miscellaneous Clerk and Assistant	1		1	1		
343-Management and Program Analysis	4	1		4		
511-Auditing	9	1	2	7		
KANSAS CITY,KANSAS	**2**		**1**	**2**		
343-Management and Program Analysis	1			1		

# of Targeted Positions by Grade											
9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

511-Auditing	1		1	1		
LENEXA,KANSAS	**5**	**1**	**2**	**5**		
343-Management and Program Analysis	4	1	2	4		
511-Auditing	1			1		
NEW YORK, NEW YORK	**8**	**3**	**1**	**8**		
1301-General Physical Science	1			1		
1811-Criminal Investigating	3	2		3		
343-Management and Program Analysis	2	1		2		
511-Auditing	1		1	1		
601-General Health Science	1			1		
NORWOOD,OHIO	**2**		**1**	**2**		
343-Management and Program Analysis	1			1		
511-Auditing	1		1	1		
PHILADELPHIA,PENNSYLVANI	**16**	**1**	**3**	**16**		
101-Social Science	1			1		
1035-Public Affairs	1	1		1		
1811-Criminal Investigating	1			1		
2210-Information Technology Management	1		1	1		
343-Management and Program Analysis	6			6		
511-Auditing	5		2	5		
601-General Health Science	1			1		
SAN FRANCISCO,CALIFORNIA	**12**	**2**	**2**	**11**		
1301-General Physical Science	1			1		
1811-Criminal Investigating	3			2		
343-Management and Program Analysis	2	1		2		
511-Auditing	5	1	2	5		
601-General Health Science	1			1		
SEATTLE,WASHINGTON	**9**	**2**	**3**	**9**		
101-Social Science	1			1		
1320-Chemistry	1	1		1		
1811-Criminal Investigating	2			2		
343-Management and Program Analysis	2	1		2		
511-Auditing	3		3	3		
WASHINGTON,DC	**121**	**19**	**27**	**107**		
1035-Public Affairs	4			4		
1082-Writing and Editing	2			2		
1102-Contracting	1	1		1		
1811-Criminal Investigating	18	2	1	17		
201-Human Resources Management	4		1	4		
2210-Information Technology Management	16	1	2	13		
301-Miscellaneous Administration and Program	4	1		4		
340-Program Management	4	1	2	4		
341-Administrative Officer	2	1	1	2		
343-Management and Program Analysis	15	1	4	11		
415-Toxicology	1		1	1		
511-Auditing	37	8	13	34		
560-Budget Analysis	2		1	1		

819-Environmental Engineering	1			1		
905-General Attorney	10	3	1	8		
WINCHESTER,TENNESSEE	**1**	**1**		**1**		
1811-Criminal Investigating	1	1		1		
Grand Total	**273**	**44**	**58**	**251**		

OITA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8
ARLINGTON,VIRGINIA	**1**			**1**		
301-Miscellaneous Administration and Program	1			1		
WASHINGTON,DC	**73**	**12**	**19**	**69**		
2210-Information Technology Management	1			1		
28-Environmental Protection Specialist	5	1		5		
301-Miscellaneous Administration and Program	45	6	12	41		
303-Miscellaneous Clerk and Assistant	2	2		2		
340-Program Management	5	2	3	5		
343-Management and Program Analysis	15	1	4	15		
Grand Total	**74**	**12**	**19**	**70**		

# of Targeted Positions by Grade											
9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

AO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BOSTON,MASSACHUSETTS	**1**	**1**	
301-Miscellaneous Administration and Program	1	1	
CINCINNATI,OHIO	**1**	**1**	
260-Equal Employment Opportunity	1	1	
DURHAM,NORTH CAROLINA	**3**	**1**	**1**
260-Equal Employment Opportunity	2	1	
28-Environmental Protection Specialist	1		1
LAS VEGAS,NEVADA	**1**		
260-Equal Employment Opportunity	1		
LOS ANGELES,CALIFORNIA	**1**		
343-Management and Program Analysis	1		
PRINCETON,NEW JERSEY	**1**		
893-Chemical Engineering	1		
SAN FRANCISCO,CALIFORNIA	**1**		
28-Environmental Protection Specialist	1		
WASHINGTON,DC	**335**	**72**	**79**
1001-General Arts and Information	13	3	
101-Social Science	1		
1035-Public Affairs	13	1	3
1060-Photography	1	1	
1071-Audiovisual Production	2		
1082-Writing and Editing	1		
1084-Visual Information	1		
1101-General Business and Industry	3		2
110-Economist	28	3	4
1301-General Physical Science	11	5	3
132-Intelligence	2		1
1811-Criminal Investigating	1		
2210-Information Technology Management	5		1
260-Equal Employment Opportunity	11	3	2
28-Environmental Protection Specialist	42	7	11
301-Miscellaneous Administration and Program	67	19	16
303-Miscellaneous Clerk and Assistant	5	2	
308-Records Management	1		1
326-Office Automation Clerical and Assistance	3	1	
340-Program Management	16	2	5
343-Management and Program Analysis	83	19	26
401-General Natural Resources Management and Biological Sciences	5	2	1
415-Toxicology	1	1	
560-Budget Analysis	1	1	
601-General Health Science	4		
819-Environmental Engineering	4		2

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
1														
1														
1														
1														
1														
1														
1														
1														
302														
13														
1														
12														
1														
2														
1														
1														
3														
28														
11														
2														
1														
5														
10														
40														
56														
5														
1														
3														
9														
79														
5														
1														
1														
2														
3														

905-General Attorney	8	1	1
#N/A	2	1	
Grand Total	**344**	**75**	**80**

5														
1														
311														

OEI	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
ATLANTA,GEORGIA	**1**			**1**
2210-Information Technology Management	1			1
BOSTON,MASSACHUSETTS	**1**			**1**
2210-Information Technology Management	1			1
CINCINNATI,OHIO	**1**	**1**		**1**
343-Management and Program Analysis	1	1		1
DENVER,COLORADO	**1**		**1**	**1**
2210-Information Technology Management	1		1	1
DURHAM,NORTH CAROLINA	**63**	**16**	**14**	**57**
1101-General Business and Industry	1			1
1301-General Physical Science	1	1		1
2210-Information Technology Management	47	10	11	41
301-Miscellaneous Administration and Program	2			2
340-Program Management	1	1		1
343-Management and Program Analysis	8	2	3	8
501-Financial Administration and Program	1	1		1
510-Accounting	1	1		1
#N/A	1			1
LAS VEGAS,NEVADA	**1**	**1**		**1**
2210-Information Technology Management	1	1		1
NEW YORK, NEW YORK	**1**			**1**
2210-Information Technology Management	1			1
PHILADELPHIA,PENNSYLVANI	**1**			
2210-Information Technology Management	1			
SEATTLE,WASHINGTON	**2**			**2**
2210-Information Technology Management	2			2
WASHINGTON,DC	**270**	**53**	**66**	**247**
1035-Public Affairs	1			
1101-General Business and Industry	3			3
1301-General Physical Science	1	1		1
1529-Mathematical Statistics	1	1		1
2210-Information Technology Management	92	17	15	82
28-Environmental Protection Specialist	14	3	2	14
301-Miscellaneous Administration and Program	20	2	5	18
306-Government Information Specialist	7	4	2	7
308-Records Management	4	1	1	4
318-Secretary	2		1	1
335-Computer Clerk and Assistant	1			
340-Program Management	5	2	1	5
341-Administrative Officer	1			1
343-Management and Program Analysis	104	20	35	98
399-Administration and Office Support Student Trainee	1			1

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

501-Financial Administration and Program	1	1		1
510-Accounting	3	1	1	3
560-Budget Analysis	6		3	6
905-General Attorney	1			1
#N/A	2			
Grand Total	**342**	**71**	**81**	**312**

OGC	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
CINCINNATI,OHIO	**2**		**1**	**2**
905-General Attorney	2		1	2
DURHAM,NORTH CAROLINA	**2**	**2**		**2**
905-General Attorney	2	2		2
SAN DIEGO,CALIFORNIA	**1**		**1**	**1**
905-General Attorney	1		1	1
WASHINGTON,DC	**223**	**35**	**49**	**178**
1222-Patent Attorney	1		1	1
1860-Equal Opportunity Investigation	1	1		1
2210-Information Technology Management	4		1	4
28-Environmental Protection Specialist	3	1		2
301-Miscellaneous Administration and Program	13	4	3	13
306-Government Information Specialist	1			1
340-Program Management	2	1	1	2
341-Administrative Officer	1			1
343-Management and Program Analysis	8	1		7
344-Management and Program Clerical and Assistance	9	1	2	4
360-Equal Opportunity Compliance	2	1	1	2
560-Budget Analysis	1			1
905-General Attorney	173	25	37	136
950-Paralegal Specialist	2		1	1
#N/A	2		2	2
Grand Total	**228**	**37**	**51**	**183**

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

OLEM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ARLINGTON,VIRGINIA	**269**	**65**	**71**
1035-Public Affairs	4		
110-Economist	9		1
1301-General Physical Science	35	11	7
1320-Chemistry	5	1	2
1350-Geology	2	1	
2210-Information Technology Management	13	1	3
28-Environmental Protection Specialist	74	19	25
301-Miscellaneous Administration and Program	3	2	1
303-Miscellaneous Clerk and Assistant	2	2	
318-Secretary	1		
340-Program Management	9	3	5
343-Management and Program Analysis	64	17	16
344-Management and Program Clerical and Assistance	2		1
401-General Natural Resources Management and Biological Sciences	7		
415-Toxicology	1		
601-General Health Science	5	1	1
819-Environmental Engineering	22	4	6
881-Petroleum Engineering	1	1	
893-Chemical Engineering	10	2	3
ATHENS,GEORGIA	**1**	**1**	
1301-General Physical Science	1	1	
BOSTON,MASSACHUSETTS	**3**	**1**	
28-Environmental Protection Specialist	2	1	
819-Environmental Engineering	1		
CINCINNATI,OHIO	**7**	**3**	**2**
1301-General Physical Science	2	1	
1306-Health Physics	2	1	1
28-Environmental Protection Specialist	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
819-Environmental Engineering	1		
DENVER,COLORADO	**1**		
819-Environmental Engineering	1		
DURHAM,NORTH CAROLINA	**4**	**1**	
1320-Chemistry	1	1	
343-Management and Program Analysis	1		
830-Mechanical Engineering	1		
893-Chemical Engineering	1		
EDISON,NEW JERSEY	**20**	**7**	**2**
1301-General Physical Science	12	4	1
1320-Chemistry	4	2	
343-Management and Program Analysis	2	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
234														
4														
3														
32														
4														
2														
12														
71														
3														
2														
1														
8														
59														
2														
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18														
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4														
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1														
1														
17														
10														
3														
2														

401-General Natural Resources Management and Biological Sciences	1		1
819-Environmental Engineering	1		
ERLANGER,KENTUCKY	**1**		
343-Management and Program Analysis	1		
KANSAS CITY,KANSAS	**1**		
1320-Chemistry	1		
LAS VEGAS,NEVADA	**11**	**2**	**2**
1301-General Physical Science	7	1	1
1320-Chemistry	1		
343-Management and Program Analysis	1	1	
690-Industrial Hygiene	1		
819-Environmental Engineering	1		1
LENEXA,KANSAS	**2**	**1**	**1**
1301-General Physical Science	1		1
801-General Engineering	1	1	
NORFOLK,VIRGINIA	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**173**	**32**	**56**
1035-Public Affairs	1		
110-Economist	1		
1301-General Physical Science	13	1	3
1320-Chemistry	1	1	
2210-Information Technology Management	4		4
28-Environmental Protection Specialist	46	3	15
301-Miscellaneous Administration and Program	6	2	3
318-Secretary	2		1
340-Program Management	4		2
343-Management and Program Analysis	76	20	23
401-General Natural Resources Management and Biological Sciences	3		
415-Toxicology	2		1
560-Budget Analysis	1	1	
601-General Health Science	1		1
819-Environmental Engineering	3	1	1
893-Chemical Engineering	6	1	1
#N/A	3	2	1
Grand Total	**494**	**113**	**134**

1														
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9														
5														
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170														
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13														
1														
4														
46														
6														
2														
4														
75														
2														
2														
1														
1														
3														
6														
3														
451														

ORD	Total Non-Term Employees	Retirement Eligible
ADA,OKLAHOMA	**44**	**12**
1102-Contracting	2	
1301-General Physical Science	14	3
1311-Physical Science Technician	2	
1315-Hydrology	7	2
1316-Hydrologic Technician	2	
1320-Chemistry	1	
1350-Geology	1	
301-Miscellaneous Administration and Program	2	1
343-Management and Program Analysis	1	1
401-General Natural Resources Management and Biological Sciences	3	2
408-Ecology	3	1
470-Soil Science	2	1
819-Environmental Engineering	2	1
893-Chemical Engineering	1	
899-Engineering and Architecture Student Trainee	1	
ANN ARBOR,MICHIGAN	**1**	
1301-General Physical Science	1	
ARLINGTON,VIRGINIA	**104**	**26**
1035-Public Affairs	1	
110-Economist	1	1
1301-General Physical Science	21	5
1315-Hydrology	1	1
150-Geography	1	
1529-Mathematical Statistics	5	1
1530-Statistics	5	2
2210-Information Technology Management	1	
28-Environmental Protection Specialist	2	1
301-Miscellaneous Administration and Program	9	3
340-Program Management	3	2
341-Administrative Officer	2	1
343-Management and Program Analysis	12	4
401-General Natural Resources Management and Biological Sciences	16	2
408-Ecology	5	
415-Toxicology	7	2
601-General Health Science	9	1
819-Environmental Engineering	3	
ATHENS,GEORGIA	**38**	**12**
1301-General Physical Science	3	2
1315-Hydrology	1	
1320-Chemistry	11	4
1550-Computer Science	2	1

		# of Targeted Positions by Grade							
VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES
9	**42**						7	2	
2	2								
1	13						1		
	2								
3	7						3		
	2								
	1								
	1								
	2						1		
	1						1		
1	3							1	
1	3						1		
	2								
	2							1	
1	1								
1	**1**							1	
1	1							1	
14	**97**						9	11	
	1								
	1							1	
3	21						2	2	
	1							1	
	1								
1	5						2		
	5						1	1	
	1								
	2								
2	9						1		
1	3								
1	2								
4	10						1		
	14							2	
1	5							1	
	7						1	1	
	6						1	1	
1	3							1	
2	**37**						2	5	
1	3							2	
	1								
	11							2	
	2								

Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
	9	9	9	0	
	0	0	0	0	
	1	1	1	0	
	0	0	0	0	
	3	3	3	0	
	0	0	0	0	
	0	0	0	0	
	0	0	0	0	
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	1	1	1	0	
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	2	2	2	0	
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	0	0	0	0	
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	2	2	2	0	
	1	1	1	0	
	2	2	2	0	
	2	2	2	0	
	1	1	1	0	
1	8	1	1	0	
	2	0	0	0	
	0	0	0	0	
1	3	1	1	0	
	0	0	0	0	

1640-Facility Operations Services	1	1
18-Safety and Occupational Health Management	1	
2210-Information Technology Management	1	
340-Program Management	1	
343-Management and Program Analysis	2	
401-General Natural Resources Management and Biological Sciences	4	2
403-Microbiology	1	
408-Ecology	3	1
415-Toxicology	1	
560-Budget Analysis	1	
819-Environmental Engineering	4	1
854-Computer Engineering	1	
ATLANTA,GEORGIA	**2**	
301-Miscellaneous Administration and Program	1	
819-Environmental Engineering	1	
BOSTON,MASSACHUSETTS	**4**	**1**
1301-General Physical Science	1	
28-Environmental Protection Specialist	1	1
401-General Natural Resources Management and Biological Sciences	1	
819-Environmental Engineering	1	
CHAPEL HILL,NORTH CAROLI	**33**	**12**
1301-General Physical Science	2	1
1320-Chemistry	1	
1530-Statistics	1	
2210-Information Technology Management	1	1
318-Secretary	1	1
341-Administrative Officer	1	
401-General Natural Resources Management and Biological Sciences	11	3
403-Microbiology	1	1
404-Biological Science Technician	1	1
601-General Health Science	9	2
602-Medical Officer	2	2
610-Nurse	2	
CHICAGO,ILLINOIS	**1**	
1301-General Physical Science	1	
CINCINNATI,OHIO	**313**	**83**
1035-Public Affairs	4	
110-Economist	4	1
1301-General Physical Science	38	10
1306-Health Physics	2	
1311-Physical Science Technician	5	2
1315-Hydrology	2	
1320-Chemistry	23	2
1515-Operations Research	1	
1529-Mathematical Statistics	2	2
1530-Statistics	2	2
18-Safety and Occupational Health Management	1	

	1								
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	1								
	2								
	4							1	
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2	**2**							1	
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3	**27**								
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2	9								
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1	**1**								
1	1								
56	**294**						21	25	
2	4						1		
	4								
6	36						2	1	
1	2								
1	5								
	2						1		
3	23						3	2	
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3	49	37	37	0	
	1	1	1	0	
	0	0	0	0	
1	4	4	4	0	
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2210-Information Technology Management	4	4
28-Environmental Protection Specialist	4	
301-Miscellaneous Administration and Program	7	2
308-Records Management	1	
318-Secretary	4	2
340-Program Management	2	
341-Administrative Officer	3	1
343-Management and Program Analysis	24	6
401-General Natural Resources Management and Biological Sciences	51	13
403-Microbiology	23	7
404-Biological Science Technician	5	1
408-Ecology	10	2
415-Toxicology	8	2
440-Genetics	1	
470-Soil Science	2	
499-Biological Science Student Trainee	1	
560-Budget Analysis	6	4
601-General Health Science	5	3
690-Industrial Hygiene	2	
801-General Engineering	4	
802-Engineering Technical	5	
80-Security Administration	1	1
819-Environmental Engineering	34	12
830-Mechanical Engineering	3	2
854-Computer Engineering	1	
893-Chemical Engineering	17	2
899-Engineering and Architecture Student Trainee	1	
CORVALLIS,OREGON	**46**	**19**
110-Economist	1	
1301-General Physical Science	3	3
1320-Chemistry	1	1
1530-Statistics	3	2
1550-Computer Science	1	
1640-Facility Operations Services	1	
18-Safety and Occupational Health Management	1	
2210-Information Technology Management	1	
28-Environmental Protection Specialist	1	1
301-Miscellaneous Administration and Program	2	1
343-Management and Program Analysis	2	
401-General Natural Resources Management and Biological Sciences	10	3
408-Ecology	13	7
435-Plant Physiology	2	
470-Soil Science	1	
482-Fish Biology	1	
499-Biological Science Student Trainee	1	
501-Financial Administration and Program	1	1
DALLAS,TEXAS	**1**	

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1301-General Physical Science	1	
DENVER,COLORADO	**5**	**1**
1301-General Physical Science	1	
301-Miscellaneous Administration and Program	1	
343-Management and Program Analysis	2	
601-General Health Science	1	1
DULUTH,MINNESOTA	**58**	**17**
1301-General Physical Science	2	1
1320-Chemistry	13	5
1640-Facility Operations Services	1	
2210-Information Technology Management	1	
341-Administrative Officer	1	
343-Management and Program Analysis	2	
401-General Natural Resources Management and Biological Sciences	23	5
404-Biological Science Technician	1	1
408-Ecology	7	3
415-Toxicology	6	2
690-Industrial Hygiene	1	
DURHAM,NORTH CAROLINA	**530**	**138**
101-Social Science	1	
1035-Public Affairs	4	1
1101-General Business and Industry	1	
1102-Contracting	1	
1301-General Physical Science	130	24
1306-Health Physics	3	1
1311-Physical Science Technician	1	
1315-Hydrology	1	
1320-Chemistry	28	8
1350-Geology	1	1
1399-Physical Science Student Trainee	1	
1412-Technical Information Services	2	
150-Geography	1	
1529-Mathematical Statistics	4	3
1530-Statistics	3	
1550-Computer Science	4	
1640-Facility Operations Services	1	1
180-Psychology	2	
184-Sociology	1	
2210-Information Technology Management	14	5
28-Environmental Protection Specialist	6	1
301-Miscellaneous Administration and Program	12	3
303-Miscellaneous Clerk and Assistant	1	1
318-Secretary	1	1
340-Program Management	6	2
341-Administrative Officer	8	4
343-Management and Program Analysis	55	8
399-Administration and Office Support Student Trainee	1	

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401-General Natural Resources Management and Biological Sciences	117	34
403-Microbiology	3	1
404-Biological Science Technician	1	1
408-Ecology	7	2
413-Physiology	2	1
415-Toxicology	30	9
560-Budget Analysis	13	2
601-General Health Science	16	2
602-Medical Officer	1	1
690-Industrial Hygiene	2	
801-General Engineering	4	1
802-Engineering Technical	10	5
819-Environmental Engineering	22	9
830-Mechanical Engineering	2	1
856-Electronics Technical	1	1
858-Bioengineering and Biomedical Engineering	1	
893-Chemical Engineering	3	3
#N/A	1	1
EDISON,NEW JERSEY	**8**	**5**
1301-General Physical Science	1	1
28-Environmental Protection Specialist	1	1
343-Management and Program Analysis	1	
401-General Natural Resources Management and Biological Sciences	1	1
601-General Health Science	1	1
819-Environmental Engineering	2	
893-Chemical Engineering	1	1
GROSSE ILE,MICHIGAN	**2**	
819-Environmental Engineering	2	
GULF BREEZE,FLORIDA	**58**	**12**
101-Social Science	1	
1102-Contracting	2	1
1301-General Physical Science	1	
1320-Chemistry	2	1
150-Geography	1	
1601-Equipment, Facilities, and Services	1	
1640-Facility Operations Services	1	
2001-General Supply	1	
2210-Information Technology Management	2	
301-Miscellaneous Administration and Program	1	
341-Administrative Officer	1	
343-Management and Program Analysis	2	1
401-General Natural Resources Management and Biological Sciences	23	5
403-Microbiology	5	2
404-Biological Science Technician	1	
408-Ecology	10	2
415-Toxicology	1	
560-Budget Analysis	1	

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690-Industrial Hygiene	1	
GULF,FLORIDA	**1**	**1**
401-General Natural Resources Management and Biological Sciences	1	1
HAMPTON,VIRGINIA	**1**	
819-Environmental Engineering	1	
LAKEWOOD,COLORADO	**1**	
343-Management and Program Analysis	1	
LAS VEGAS,NEVADA	**41**	**15**
1102-Contracting	1	
1301-General Physical Science	13	6
1311-Physical Science Technician	1	
1320-Chemistry	7	2
1530-Statistics	1	1
1550-Computer Science	1	
1640-Facility Operations Services	1	
2210-Information Technology Management	2	1
28-Environmental Protection Specialist	1	
301-Miscellaneous Administration and Program	3	1
343-Management and Program Analysis	4	2
401-General Natural Resources Management and Biological Sciences	1	1
408-Ecology	3	1
560-Budget Analysis	1	
690-Industrial Hygiene	1	
LENEXA,KANSAS	**1**	
1301-General Physical Science	1	
LOS ANGELES,CALIFORNIA	**3**	
1301-General Physical Science	1	
1315-Hydrology	1	
819-Environmental Engineering	1	
NARRAGANSETT,RHODE ISLAN	**66**	**27**
1087-Editorial Assistance	1	1
1102-Contracting	1	1
110-Economist	2	
1301-General Physical Science	15	7
1311-Physical Science Technician	2	
1320-Chemistry	3	3
1360-Oceanography	2	2
1550-Computer Science	1	1
1640-Facility Operations Services	2	
2210-Information Technology Management	1	1
301-Miscellaneous Administration and Program	1	
341-Administrative Officer	1	
343-Management and Program Analysis	2	
401-General Natural Resources Management and Biological Sciences	19	8
404-Biological Science Technician	1	
408-Ecology	10	2
560-Budget Analysis	1	1

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690-Industrial Hygiene	1	
NEW YORK, NEW YORK	**1**	
1301-General Physical Science	1	
NEWPORT,OREGON	**10**	**4**
1301-General Physical Science	1	
1360-Oceanography	1	
150-Geography	1	1
401-General Natural Resources Management and Biological Sciences	4	2
408-Ecology	2	
482-Fish Biology	1	1
NORWOOD,OHIO	**1**	
301-Miscellaneous Administration and Program	1	
OAKLAND,CALIFORNIA	**1**	
#N/A	1	
PHILADELPHIA,PENNSYLVANI	**1**	
819-Environmental Engineering	1	
SAN FRANCISCO,CALIFORNIA	**1**	
819-Environmental Engineering	1	
SEATTLE,WASHINGTON	**3**	
343-Management and Program Analysis	1	
401-General Natural Resources Management and Biological Sciences	1	
415-Toxicology	1	
SILVER SPRING,MARYLAND	**1**	
414-Entomology	1	
ST PAUL,MINNESOTA	**1**	
1301-General Physical Science	1	
ST PETERSBURG,FLORIDA	**1**	
408-Ecology	1	
WASHINGTON,DC	**196**	**32**
1035-Public Affairs	2	
1082-Writing and Editing	1	
1101-General Business and Industry	2	
1301-General Physical Science	31	4
1399-Physical Science Student Trainee	1	
190-General Anthropology	1	
2210-Information Technology Management	8	
28-Environmental Protection Specialist	4	1
301-Miscellaneous Administration and Program	18	4
318-Secretary	1	1
340-Program Management	3	1
341-Administrative Officer	2	
343-Management and Program Analysis	56	6
344-Management and Program Clerical and Assistance	1	
399-Administration and Office Support Student Trainee	7	
401-General Natural Resources Management and Biological Sciences	28	9
403-Microbiology	1	
408-Ecology	1	

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53	**171**						14	23	
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415-Toxicology	1	
501-Financial Administration and Program	2	
560-Budget Analysis	12	1
601-General Health Science	3	
602-Medical Officer	1	
801-General Engineering	1	1
819-Environmental Engineering	6	3
#N/A	2	1
WILMINGTON,NORTH CAROLIN	**1**	
2210-Information Technology Management	1	
Grand Total	**1580**	**417**

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324	**1463**	0	0	2	1	10	95	120	0

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11	239	183	183	0	Max # total is correct but could vary from location estimates because of pools. Pools are used whereever Max# is lower than Targeted# (e.g. 6 of 10 in a pool of 0400 series family across locations may accept)

OCSPP	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**1**		
401-General Natural Resources Management and Biological Sciences	1		
ARLINGTON,VIRGINIA	**588**	**113**	**133**
1001-General Arts and Information	1	1	
110-Economist	12	3	1
1301-General Physical Science	21	3	4
1320-Chemistry	62	17	12
150-Geography	1		
1529-Mathematical Statistics	1		
1530-Statistics	3		2
2210-Information Technology Management	20	3	8
28-Environmental Protection Specialist	142	25	33
301-Miscellaneous Administration and Program	20	3	7
303-Miscellaneous Clerk and Assistant	2	1	
306-Government Information Specialist	8	1	1
326-Office Automation Clerical and Assistance	1		1
340-Program Management	8	2	4
343-Management and Program Analysis	42	12	21
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	156	26	32
403-Microbiology	5	2	1
405-Pharmacology	2		
408-Ecology	3		
414-Entomology	7		
415-Toxicology	19	5	
430-Botany	1	1	
434-Plant Pathology	3	2	
440-Genetics	1	1	
471-Agronomy	2	1	1
482-Fish Biology	1		
486-Wildlife Biology	4		2
499-Biological Science Student Trainee	2		
560-Budget Analysis	1		
601-General Health Science	5	1	
690-Industrial Hygiene	5		2
701-Veterinary Medical Science	1		
819-Environmental Engineering	8	3	1
905-General Attorney	1		
99-General Student Trainee	15		
#N/A	1		
ATHENS,GEORGIA	**2**		**1**
28-Environmental Protection Specialist	1		1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
527														
1														
10														
17														
55														
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3														
19														
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8														
3														
1														
2														
1														

401-General Natural Resources Management and Biological Sciences	1		
CANADA	**1**		
408-Ecology	1		
CHICAGO,ILLINOIS	**1**	**1**	
28-Environmental Protection Specialist	1	1	
DALLAS,TEXAS	**4**	**1**	
28-Environmental Protection Specialist	4	1	
DRAKESVILLE,IOWA	**1**		**1**
1320-Chemistry	1		1
DURHAM,NORTH CAROLINA	**2**		
1320-Chemistry	1		
560-Budget Analysis	1		
FORT MEADE,MARYLAND	**18**	**5**	**4**
1320-Chemistry	8	2	1
28-Environmental Protection Specialist	2	1	1
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	2		1
403-Microbiology	5	1	1
GAINESVILLE,FLORIDA	**1**		**1**
28-Environmental Protection Specialist	1		1
GULF BREEZE,FLORIDA	**1**		
1529-Mathematical Statistics	1		
NEW YORK, NEW YORK	**1**		
1320-Chemistry	1		
SAN FRANCISCO,CALIFORNIA	**2**	**1**	
28-Environmental Protection Specialist	1		
401-General Natural Resources Management and Biological Sciences	1	1	
SANTURCE,PUERTO RICO	**1**		**1**
1320-Chemistry	1		1
WASHINGTON,DC	**370**	**82**	**84**
1035-Public Affairs	2		1
1082-Writing and Editing	2	2	
110-Economist	9		2
1301-General Physical Science	18	4	
1320-Chemistry	22	6	5
1412-Technical Information Services	1	1	
1530-Statistics	1	1	
2210-Information Technology Management	18	5	2
28-Environmental Protection Specialist	114	24	22
301-Miscellaneous Administration and Program	26	9	10
303-Miscellaneous Clerk and Assistant	1	1	
306-Government Information Specialist	1		1
318-Secretary	1	1	
340-Program Management	9	1	8
341-Administrative Officer	2	1	
343-Management and Program Analysis	43	8	15
401-General Natural Resources Management and Biological Sciences	38	4	3

1														
1														
1														
1														
1														
4														
4														
1														
1														
2														
1														
1														
17														
7														
2														
1														
2														
5														
1														
1														
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1														
1														
1														
2														
1														
1														
1														
1														
314														
2														
2														
6														
14														
18														
1														
1														
15														
99														
26														
1														
1														
1														
9														
2														
42														
21														

403-Microbiology	3	3	
408-Ecology	1	1	
415-Toxicology	20	3	1
482-Fish Biology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		2
601-General Health Science	2		1
690-Industrial Hygiene	2	1	
819-Environmental Engineering	4		2
893-Chemical Engineering	14	3	5
905-General Attorney	9	1	3
#N/A	3	2	
Grand Total	**994**	**203**	**225**

3														
1														
17														
1														
1														
2														
1														
2														
4														
12														
6														
3														
876														

OW	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ARLINGTON,VIRGINIA	**1**		
28-Environmental Protection Specialist	1		
CINCINNATI,OHIO	**31**	**2**	**4**
1301-General Physical Science	3		
1320-Chemistry	8		1
1350-Geology	1		
28-Environmental Protection Specialist	4	1	1
318-Secretary	1		
341-Administrative Officer	1		1
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		
403-Microbiology	2	1	
601-General Health Science	1		
819-Environmental Engineering	8		1
MONTCLAIR,NEW JERSEY	**1**		
28-Environmental Protection Specialist	1		
WASHINGTON,DC	**547**	**101**	**90**
1035-Public Affairs	8		1
1109-Grants Management	1	1	
110-Economist	10	1	1
1160-Financial Analysis	12		
1301-General Physical Science	73	9	4
1315-Hydrology	1	1	
1320-Chemistry	4	1	1
1350-Geology	2	1	
1515-Operations Research	1		1
1529-Mathematical Statistics	2	1	
2210-Information Technology Management	28	6	3
28-Environmental Protection Specialist	167	27	33
301-Miscellaneous Administration and Program	22	9	3
303-Miscellaneous Clerk and Assistant	1	1	
340-Program Management	16	7	5
343-Management and Program Analysis	78	21	24
344-Management and Program Clerical and Assistance	1	1	
401-General Natural Resources Management and Biological Sciences	39	4	3
403-Microbiology	6	1	1
408-Ecology	8		
415-Toxicology	3	1	
560-Budget Analysis	3		2
601-General Health Science	3	1	1
801-General Engineering	1	1	
819-Environmental Engineering	44	3	6

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comment
1														
1														
30														
3														
7														
1														
4														
1														
1														
1														
1														
2														
1														
8														
1														
1														
470														
8														
1														
9														
6														
51														
1														
3														
2														
1														
1														
25														
164														
21														
1														
16														
74														
1														
24														
6														
1														
1														
3														
2														
1														
34														

893-Chemical Engineering	5	1	1
905-General Attorney	8	2	
Grand Total	**580**	**103**	**94**

5														
8														
502														

Region 1	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BOSTON,MASSACHUSETTS	**511**	**120**	**185**
1035-Public Affairs	11	1	5
1101-General Business and Industry	2		
1102-Contracting	7		
1109-Grants Management	8	4	2
1160-Financial Analysis	2		1
1301-General Physical Science	72	18	22
1306-Health Physics	1		
1315-Hydrology	2		1
1350-Geology	1	1	
1399-Physical Science Student Trainee	1		
1810-General Investigating	1	1	
18-Safety and Occupational Health Management	2		
201-Human Resources Management	5	2	2
2210-Information Technology Management	19	4	6
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	85	22	39
29-Environmental Protection Assistant	8	2	5
301-Miscellaneous Administration and Program	9	2	3
303-Miscellaneous Clerk and Assistant	2	1	
304-Information Receptionist	1	1	
306-Government Information Specialist	1		1
318-Secretary	4	1	1
326-Office Automation Clerical and Assistance	2	1	
340-Program Management	8	3	5
342-Support Services Administration	3	1	
343-Management and Program Analysis	13	3	5
344-Management and Program Clerical and Assistance	1		1
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	29	4	6
499-Biological Science Student Trainee	9		
501-Financial Administration and Program	9		3
510-Accounting	3		1
525-Accounting Technician	1		1
560-Budget Analysis	4	2	2
80-Security Administration	1		
819-Environmental Engineering	121	29	56
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	54	17	17
950-Paralegal Specialist	3		
99-General Student Trainee	2		
CHELMSFORD,MASSACHUSETTS	**4**		

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
473														
11														
2														
5														
7														
2														
70														
1														
2														
1														
1														
1														
5														
19														
1														
84														
8														
9														
2														
1														
1														
4														
2														
8														
3														
13														
1														
18														
2														
8														
3														
1														
4														
1														
116														
53														
3														
2														

1301-General Physical Science	2		
819-Environmental Engineering	2		
LEXINGTON,MASSACHUSETTS	**1**		**1**
819-Environmental Engineering	1		1
NORTH CHELMSFORD,MASSACH	**51**	**17**	**15**
1301-General Physical Science	11	6	1
1320-Chemistry	16	5	6
1399-Physical Science Student Trainee	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	2		2
318-Secretary	1	1	
340-Program Management	1	1	
342-Support Services Administration	2		
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	5	3	
819-Environmental Engineering	8	1	4
899-Engineering and Architecture Student Trainee	1		
Grand Total	**567**	**137**	**201**

1														
1														
1														
1														
45														
10														
14														
1														
1														
2														
1														
1														
2														
1														
5														
7														
521														

Region 2	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ALBANY,NEW YORK	**5**	**1**	
1035-Public Affairs	1		
1301-General Physical Science	2	1	
819-Environmental Engineering	2		
BUFFALO,NEW YORK	**1**		
1301-General Physical Science	1		
EDISON,NEW JERSEY	**143**	**34**	**45**
1301-General Physical Science	66	15	29
1320-Chemistry	19	6	3
1350-Geology	1		1
28-Environmental Protection Specialist	4	1	
303-Miscellaneous Clerk and Assistant	2	2	
318-Secretary	4		2
401-General Natural Resources Management and Biological Sciences	20	3	3
403-Microbiology	4		
690-Industrial Hygiene	1		
801-General Engineering	2	1	
819-Environmental Engineering	19	6	6
830-Mechanical Engineering	1		1
GUAYNABO,PUERTO RICO	**19**	**2**	**3**
1035-Public Affairs	1		
1301-General Physical Science	6	1	
318-Secretary	2		2
819-Environmental Engineering	7	1	1
905-General Attorney	2		
#N/A	1		
NEW YORK, NEW YORK	**582**	**159**	**181**
1035-Public Affairs	14	3	4
1102-Contracting	9	4	2
1109-Grants Management	11	2	3
1160-Financial Analysis	1	1	
1301-General Physical Science	107	20	41
1306-Health Physics	2	1	
1315-Hydrology	4	3	
1320-Chemistry	1	1	
1350-Geology	15	9	2
1550-Computer Science	2		
1810-General Investigating	1		
201-Human Resources Management	7	2	2
2210-Information Technology Management	12	3	2
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	41	9	11

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
4														
1														
2														
1														
130														
63														
16														
1														
4														
2														
4														
14														
4														
1														
2														
18														
1														
16														
1														
6														
2														
6														
1														
542														
13														
9														
11														
1														
97														
2														
4														
1														
14														
2														
7														
12														
1														
41														

301-Miscellaneous Administration and Program	4	3	
303-Miscellaneous Clerk and Assistant	12	2	8
306-Government Information Specialist	3		2
308-Records Management	2		1
318-Secretary	26	3	14
326-Office Automation Clerical and Assistance	1	1	
340-Program Management	8	3	2
341-Administrative Officer	1	1	
342-Support Services Administration	1		
343-Management and Program Analysis	8	2	1
401-General Natural Resources Management and Biological Sciences	33	6	2
415-Toxicology	1	1	
501-Financial Administration and Program	4		1
505-Financial Management	1		
510-Accounting	9		5
525-Accounting Technician	3		2
560-Budget Analysis	5		4
801-General Engineering	1	1	
808-Architecture	1		
819-Environmental Engineering	147	45	51
901-General Legal and Kindred Administration	1		
905-General Attorney	76	30	17
950-Paralegal Specialist	5	3	2
963-Legal Instruments Examining	1		1
NEW YORK,NEW YORK	**2**		**1**
1035-Public Affairs	1		1
401-General Natural Resources Management and Biological Sciences	1		
NIAGARA FALLS,NEW YORK	**1**	**1**	
1035-Public Affairs	1	1	
SAN JUAN,PUERTO RICO	**3**	**1**	
510-Accounting	1		
819-Environmental Engineering	1	1	
905-General Attorney	1		
SANTURCE,PUERTO RICO	**24**	**6**	**6**
1301-General Physical Science	6	1	1
1350-Geology	1		
318-Secretary	1	1	
401-General Natural Resources Management and Biological Sciences	1		1
819-Environmental Engineering	14	4	4
905-General Attorney	1		
ST THOMAS,VIRGIN ISLANDS	**2**		**1**
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		1
STAMFORD,CONNECTICUT	**1**	**1**	
1301-General Physical Science	1	1	
VIEQUES, VIEQUES,PUERTO	**1**		**1**
819-Environmental Engineering	1		1

4														
12														
2														
1														
26														
1														
7														
1														
8														
23														
1														
4														
1														
9														
3														
5														
1														
1														
139														
1														
71														
5														
1														
2														
1														
1														
1														
1														
3														
1														
1														
1														
24														
6														
1														
1														
1														
14														
1														
2														
1														
1														
1														
1														
1														
1														

Grand Total	**784**	**205**	**238**

726													

Region 3	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANNAPOLIS JUNC,MARYLAND	**1**		
28-Environmental Protection Specialist	1		
ANNAPOLIS,MARYLAND	**21**	**6**	**6**
1035-Public Affairs	1		
1301-General Physical Science	5	1	3
28-Environmental Protection Specialist	9	1	3
318-Secretary	1	1	
340-Program Management	2	2	
341-Administrative Officer	1		
343-Management and Program Analysis	1	1	
819-Environmental Engineering	1		
BLUEMONT,VIRGINIA	**1**		
819-Environmental Engineering	1		
CHARLESTON,WEST VIRGINIA	**2**		
301-Miscellaneous Administration and Program	1		
905-General Attorney	1		
FORT MEADE,MARYLAND	**45**	**11**	**9**
1301-General Physical Science	16	5	4
1320-Chemistry	15	3	3
1399-Physical Science Student Trainee	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
301-Miscellaneous Administration and Program	2		1
342-Support Services Administration	1		
401-General Natural Resources Management and Biological Sciences	4	1	
819-Environmental Engineering	3	2	
905-General Attorney	1		1
HERNDON,VIRGINIA	**1**		**1**
905-General Attorney	1		1
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**
1035-Public Affairs	19	6	3
1101-General Business and Industry	1		
1102-Contracting	12	5	2
1109-Grants Management	11	4	3
1160-Financial Analysis	5	2	
1301-General Physical Science	154	26	28
1306-Health Physics	1		1
1315-Hydrology	1	1	
1340-Meteorology	1		
1350-Geology	5	1	2
1399-Physical Science Student Trainee	4		
1810-General Investigating	4	3	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
20														
5														
9														
1														
2														
1														
1														
1														
1														
1														
2														
1														
1														
38														
16														
11														
1														
1														
1														
1														
3														
3														
1														
1														
1														
643														
19														
1														
12														
9														
5														
130														
1														
1														
1														
5														
4														

18-Safety and Occupational Health Management	1		
201-Human Resources Management	12	3	1
2210-Information Technology Management	19	7	5
2299-Information Technology Student Trainee	2		
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	89	29	43
299-Human Resources Management Student Trainee	1		
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	13	2	6
303-Miscellaneous Clerk and Assistant	9	1	
306-Government Information Specialist	1		1
308-Records Management	1		
318-Secretary	18	3	9
326-Office Automation Clerical and Assistance	2	2	
340-Program Management	10	4	5
342-Support Services Administration	4	1	3
343-Management and Program Analysis	19	4	3
350-Equipment Operator	1	1	
401-General Natural Resources Management and Biological Sciences	75	5	4
408-Ecology	3	1	1
414-Entomology	1		
415-Toxicology	9	3	5
457-Soil Conservation	1	1	
499-Biological Science Student Trainee	4		
501-Financial Administration and Program	6	4	2
505-Financial Management	1	1	
510-Accounting	8	1	4
525-Accounting Technician	1		
560-Budget Analysis	1	1	
819-Environmental Engineering	128	33	35
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	70	23	27
950-Paralegal Specialist	4	1	1
#N/A	2	1	
RICHMOND,VIRGINIA	**1**		**1**
1301-General Physical Science	1		1
TITUSVILLE,PENNSYLVANIA	**1**		**1**
1301-General Physical Science	1		1
WASHINGTON,DC	**1**		
28-Environmental Protection Specialist	1		
WHEELING,WEST VIRGINIA	**13**	**2**	**2**
1301-General Physical Science	2	1	
1315-Hydrology	1	1	
28-Environmental Protection Specialist	2		1
401-General Natural Resources Management and Biological Sciences	7		
819-Environmental Engineering	1		1

1														
10														
19														
1														
88														
1														
1														
13														
9														
1														
1														
18														
2														
10														
4														
16														
1														
42														
3														
1														
9														
1														
6														
1														
7														
1														
1														
111														
1														
70														
4														
1														
1														
1														
1														
1														
1														
1														
13														
2														
1														
2														
7														
1														

Grand Total	**826**	**199**	**217**

722													

Region 4	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ATHENS,GEORGIA	**85**	**14**	**15**
1301-General Physical Science	20	4	5
1311-Physical Science Technician	1	1	
1320-Chemistry	20	4	2
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	2		
28-Environmental Protection Specialist	1		
301-Miscellaneous Administration and Program	1	1	
318-Secretary	2		
341-Administrative Officer	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	18	2	4
415-Toxicology	1		
819-Environmental Engineering	15	2	4
ATLANTA,GEORGIA	**806**	**148**	**275**
1001-General Arts and Information	1	1	
1035-Public Affairs	13		4
1071-Audiovisual Production	2		1
1084-Visual Information	1		1
1101-General Business and Industry	2		2
1102-Contracting	9	1	1
1106-Procurement Clerical and Technician	1	1	
1109-Grants Management	10	3	3
1160-Financial Analysis	3	1	
1301-General Physical Science	158	27	61
1315-Hydrology	5	1	
1320-Chemistry	1		
1350-Geology	2	2	
150-Geography	1		
1810-General Investigating	5	1	3
201-Human Resources Management	6	2	2
2210-Information Technology Management	12	2	5
260-Equal Employment Opportunity	2		1
28-Environmental Protection Specialist	58	12	25
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	23	4	8
303-Miscellaneous Clerk and Assistant	15	6	2
306-Government Information Specialist	11	3	7
308-Records Management	2		
318-Secretary	11	3	6
326-Office Automation Clerical and Assistance	1		
335-Computer Clerk and Assistant	1		1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
71														
15														
1														
17														
1														
1														
1														
1														
1														
2														
16														
1														
14														
730														
1														
10														
2														
1														
2														
9														
1														
9														
3														
147														
3														
1														
2														
5														
6														
12														
2														
52														
1														
20														
14														
9														
1														
10														
1														
1														

340-Program Management	12	4	6
341-Administrative Officer	3		2
342-Support Services Administration	3		
343-Management and Program Analysis	24	2	15
3502-Laboring	1		
401-General Natural Resources Management and Biological Sciences	91	14	15
408-Ecology	2		
415-Toxicology	4		3
499-Biological Science Student Trainee	1		
501-Financial Administration and Program	7	3	4
505-Financial Management	1		1
510-Accounting	2		1
560-Budget Analysis	11	4	3
5703-Motor Vehicle Operating	2		
601-General Health Science	1		1
690-Industrial Hygiene	1		
801-General Engineering	1	1	
80-Security Administration	2		
819-Environmental Engineering	212	39	70
840-Nuclear Engineering	1		1
905-General Attorney	65	10	18
950-Paralegal Specialist	1	1	
986-Legal Assistance	1		1
BAY ST LOUIS,MISSISSIPPI	**11**	**1**	**3**
1301-General Physical Science	2		1
28-Environmental Protection Specialist	1		
340-Program Management	2		2
343-Management and Program Analysis	3	1	
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	1		
CHARLOTTE,NORTH CAROLINA	**1**		
819-Environmental Engineering	1		
CRAWFORDVILLE,FLORIDA	**1**		
401-General Natural Resources Management and Biological Sciences	1		
DURHAM,NORTH CAROLINA	**1**	**1**	
28-Environmental Protection Specialist	1	1	
GULFPORT,MISSISSIPPI	**3**		
1301-General Physical Science	1		
819-Environmental Engineering	2		
JACKSON,MISSISSIPPI	**1**		**1**
819-Environmental Engineering	1		1
JACKSON,TENNESSEE	**1**		**1**
819-Environmental Engineering	1		1
JACKSONVILLE,FLORIDA	**1**		**1**
1301-General Physical Science	1		1
LOUISVILLE,KENTUCKY	**1**	**1**	
819-Environmental Engineering	1	1	

11														
3														
3														
22														
1														
77														
2														
4														
7														
1														
2														
8														
2														
1														
1														
1														
1														
195														
1														
60														
1														
1														
11														
2														
1														
2														
3														
2														
1														
1														
1														
1														
1														
1														
1														
2														
2														
1														
1														
1														
1														
1														
1														
1														
1														

MOBILE,ALABAMA	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1		1
WEST PALM BEACH,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
Grand Total	**914**	**166**	**297**

1														
1														
1														
1														
823														

Region 5	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
CARTERVILLE,ILLINOIS	**1**		**1**
1301-General Physical Science	1		1
CHICAGO HTS,ILLINOIS	**1**		
401-General Natural Resources Management and Biological Sciences	1		
CHICAGO,ILLINOIS	**1036**	**255**	**296**
1035-Public Affairs	18	5	5
1060-Photography	1		
1082-Writing and Editing	2	1	
1084-Visual Information	2		1
1101-General Business and Industry	2	1	
1102-Contracting	20	2	6
1106-Procurement Clerical and Technician	1		1
1109-Grants Management	12	1	3
1160-Financial Analysis	5	2	
1301-General Physical Science	201	43	50
1306-Health Physics	2	1	1
1315-Hydrology	3		
1320-Chemistry	25	8	1
1340-Meteorology	1		1
1350-Geology	11	5	2
1399-Physical Science Student Trainee	3		
1530-Statistics	1	1	
1702-Education and Training Technician	2	1	1
1750-Instructional Systems	1		
1810-General Investigating	5	3	1
18-Safety and Occupational Health Management	3		
2001-General Supply	2		
201-Human Resources Management	10	3	2
20-Community Planning	4		
2210-Information Technology Management	31	6	5
260-Equal Employment Opportunity	4	1	2
28-Environmental Protection Specialist	160	46	73
301-Miscellaneous Administration and Program	24	5	13
303-Miscellaneous Clerk and Assistant	25	9	9
305-Mail and File	1		
306-Government Information Specialist	12	3	5
308-Records Management	9	1	4
318-Secretary	4		1
326-Office Automation Clerical and Assistance	1		
335-Computer Clerk and Assistant	1	1	
340-Program Management	22	10	6
341-Administrative Officer	5	1	3

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
939														
18														
1														
2														
2														
2														
18														
1														
12														
5														
180														
2														
1														
22														
1														
9														
1														
2														
1														
4														
2														
1														
8														
3														
30														
4														
155														
24														
25														
1														
11														
9														
3														
1														
1														
22														
5														

343-Management and Program Analysis	34	13	8
344-Management and Program Clerical and Assistance	3	1	1
399-Administration and Office Support Student Trainee	11	1	
401-General Natural Resources Management and Biological Sciences	42	7	5
403-Microbiology	1		
408-Ecology	3	1	
415-Toxicology	3	2	
471-Agronomy	1		
501-Financial Administration and Program	4	3	1
505-Financial Management	1		1
510-Accounting	15	5	5
560-Budget Analysis	7	1	1
599-Financial Management Student Trainee	2		
601-General Health Science	4	2	1
80-Security Administration	2		2
819-Environmental Engineering	159	23	43
890-Agricultural Engineering	1		
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	3		
905-General Attorney	94	32	29
950-Paralegal Specialist	3	3	
986-Legal Assistance	1		1
999-Legal Occupations Student Trainee	3		
#N/A	2	1	1
CINCINNATI,OHIO	**1**		**1**
1301-General Physical Science	1		1
CLEVELAND,OHIO	**1**		
28-Environmental Protection Specialist	1		
DETROIT,MICHIGAN	**2**		**1**
1301-General Physical Science	1		1
415-Toxicology	1		
ELMHURST,ILLINOIS	**1**		
1301-General Physical Science	1		
FLINT,MICHIGAN	**1**		
1035-Public Affairs	1		
GREEN BAY,WISCONSIN	**1**		
1301-General Physical Science	1		
GROSSE ILE,MICHIGAN	**13**		**3**
1301-General Physical Science	9		1
1670-Equipment Services	1		
303-Miscellaneous Clerk and Assistant	1		1
401-General Natural Resources Management and Biological Sciences	2		1
INDIANAPOLIS,INDIANA	**2**		
1301-General Physical Science	1		
401-General Natural Resources Management and Biological Sciences	1		
MADISON,WISCONSIN	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1		1

34														
3														
2														
36														
1														
3														
3														
1														
4														
1														
15														
7														
2														
4														
2														
134														
1														
1														
89														
3														
1														
1														
2														
1														
1														
1														
1														
2														
1														
1														
1														
1														
1														
1														
1														
1														
11														
7														
1														
1														
2														
2														
1														
1														
1														
1														

MINNEAPOLIS,MINNESOTA	**1**	**1**	
1301-General Physical Science	1	1	
ST PAUL,MINNESOTA	**1**		
1301-General Physical Science	1		
TRAVERSE CITY,MICHIGAN	**2**	**1**	**1**
28-Environmental Protection Specialist	1		1
819-Environmental Engineering	1	1	
WESTLAKE,OHIO	**17**	**1**	**5**
1301-General Physical Science	6	1	2
1350-Geology	2		1
301-Miscellaneous Administration and Program	1		1
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	6		1
Grand Total	**1082**	**258**	**309**

1														
1														
2														
1														
1														
14														
4														
2														
1														
2														
5														
978														

Region 6	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ADA,OKLAHOMA	**1**		
28-Environmental Protection Specialist	1		
DALLAS,TEXAS	**687**	**204**	**158**
1001-General Arts and Information	1	1	
1035-Public Affairs	11	3	4
1102-Contracting	7	1	1
1109-Grants Management	10		5
1160-Financial Analysis	1		
1301-General Physical Science	148	44	22
1306-Health Physics	1	1	
1350-Geology	3	1	1
18-Safety and Occupational Health Management	1	1	
201-Human Resources Management	6		1
2210-Information Technology Management	9	2	2
260-Equal Employment Opportunity	2	1	
28-Environmental Protection Specialist	139	49	41
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	19	7	3
306-Government Information Specialist	3	1	2
308-Records Management	1	1	
318-Secretary	14	6	5
326-Office Automation Clerical and Assistance	1		
340-Program Management	8	6	1
341-Administrative Officer	3	2	1
342-Support Services Administration	7	1	3
343-Management and Program Analysis	21	7	3
344-Management and Program Clerical and Assistance	1	1	
391-Telecommunications	2		1
401-General Natural Resources Management and Biological Sciences	49	4	4
415-Toxicology	3	1	1
501-Financial Administration and Program	8	3	2
505-Financial Management	1		
510-Accounting	3	1	1
560-Budget Analysis	1		1
80-Security Administration	1		
819-Environmental Engineering	132	43	39
905-General Attorney	63	13	10
950-Paralegal Specialist	5	2	3
986-Legal Assistance	1		1
EL PASO,TEXAS	**6**	**2**	**2**
1301-General Physical Science	1		
28-Environmental Protection Specialist	1	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
619														
1														
9														
5														
9														
1														
136														
1														
3														
1														
6														
8														
2														
134														
1														
18														
3														
1														
13														
1														
8														
3														
6														
20														
1														
2														
23														
3														
8														
3														
1														
127														
55														
5														
1														
6														
1														
1														

318-Secretary	1	1	
819-Environmental Engineering	3		2
HOUSTON,TEXAS	**41**	**19**	**6**
1035-Public Affairs	1	1	
1301-General Physical Science	8	3	4
1320-Chemistry	19	10	1
1399-Physical Science Student Trainee	2		
28-Environmental Protection Specialist	1		
343-Management and Program Analysis	1	1	
344-Management and Program Clerical and Assistance	1	1	
401-General Natural Resources Management and Biological Sciences	3	1	1
819-Environmental Engineering	4	1	
905-General Attorney	1	1	
NEW ORLEANS,LOUISIANA	**1**		
1301-General Physical Science	1		
PAWHUSKA,OKLAHOMA	**2**	**2**	
819-Environmental Engineering	2	2	
Grand Total	**738**	**227**	**166**

1														
3														
40														
1														
8														
19														
1														
1														
1														
1														
3														
4														
1														
1														
1														
2														
2														
669														

Region 7	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
COLUMBUS,KANSAS	**1**		
401-General Natural Resources Management and Biological Sciences	1		
DES MOINES,IOWA	**1**	**1**	
819-Environmental Engineering	1	1	
FENTON,MISSOURI	**3**		
1301-General Physical Science	2		
28-Environmental Protection Specialist	1		
KANSAS CITY,KANSAS	**53**	**12**	**9**
1301-General Physical Science	14	3	3
1320-Chemistry	17	4	2
1399-Physical Science Student Trainee	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	4	1	1
318-Secretary	1		
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	7	1	
690-Industrial Hygiene	1	1	
819-Environmental Engineering	6	1	2
KANSAS CITY,MISSOURI	**6**	**1**	
1301-General Physical Science	4		
343-Management and Program Analysis	1	1	
819-Environmental Engineering	1		
LENEXA,KANSAS	**442**	**61**	**101**
1035-Public Affairs	11	2	2
1084-Visual Information	2		1
1101-General Business and Industry	2	1	
1102-Contracting	10	1	1
1109-Grants Management	6	3	
1160-Financial Analysis	1		1
1301-General Physical Science	102	10	21
1340-Meteorology	1		
1350-Geology	3		
1410-Librarian	1	1	
2001-General Supply	1		
2005-Supply Clerical and Technician	1	1	
201-Human Resources Management	4		3
20-Community Planning	2		
2210-Information Technology Management	9	2	
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	43	5	13
301-Miscellaneous Administration and Program	6	2	
306-Government Information Specialist	3	2	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
46														
12														
16														
1														
4														
1														
6														
1														
5														
6														
4														
1														
1														
384														
10														
2														
2														
10														
6														
1														
89														
2														
1														
1														
1														
4														
1														
6														
1														
39														
6														
3														

308-Records Management	2		1
318-Secretary	15	1	2
326-Office Automation Clerical and Assistance	1		
340-Program Management	11	2	6
342-Support Services Administration	2		2
343-Management and Program Analysis	29	3	4
399-Administration and Office Support Student Trainee	2		
401-General Natural Resources Management and Biological Sciences	33	2	1
408-Ecology	3		1
415-Toxicology	1		
501-Financial Administration and Program	3		
503-Financial Clerical and Assistance	2		1
505-Financial Management	1		1
510-Accounting	4		1
511-Auditing	1		1
560-Budget Analysis	1		
690-Industrial Hygiene	1		
801-General Engineering	1		1
808-Architecture	1	1	
80-Security Administration	1		
819-Environmental Engineering	63	14	25
840-Nuclear Engineering	2		
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	42	8	10
950-Paralegal Specialist	5		1
99-General Student Trainee	3		
#N/A	1		1
NORWOOD,OHIO	**1**		**1**
560-Budget Analysis	1		1
SHALIMAR,FLORIDA	**1**		
510-Accounting	1		
WEBB CITY,MISSOURI	**1**		**1**
1301-General Physical Science	1		1
Grand Total	**509**	**75**	**112**

2														
15														
1														
11														
2														
27														
1														
23														
3														
1														
2														
2														
1														
4														
1														
1														
1														
1														
1														
1														
53														
2														
37														
5														
1														
1														
1														
1														
1														
1														
1														
444														

Region 8	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BUTTE,MONTANA	**1**	**1**	
1301-General Physical Science	1	1	
DENVER,COLORADO	**486**	**92**	**110**
1035-Public Affairs	11	1	1
1101-General Business and Industry	1		
1102-Contracting	6		3
1109-Grants Management	7	1	1
1160-Financial Analysis	2		1
1301-General Physical Science	102	21	19
1320-Chemistry	2	1	
1350-Geology	1		
1530-Statistics	1		1
1640-Facility Operations Services	1		
2005-Supply Clerical and Technician	1		
201-Human Resources Management	3		1
2210-Information Technology Management	11	2	3
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	117	20	32
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	16	3	4
306-Government Information Specialist	3	1	1
308-Records Management	1		
318-Secretary	2		
326-Office Automation Clerical and Assistance	1	1	
340-Program Management	4		3
343-Management and Program Analysis	19	3	8
401-General Natural Resources Management and Biological Sciences	9		1
403-Microbiology	1		
415-Toxicology	9	3	
501-Financial Administration and Program	7	2	3
503-Financial Clerical and Assistance	2		1
510-Accounting	6	1	1
601-General Health Science	1		
690-Industrial Hygiene	1		
80-Security Administration	2		1
819-Environmental Engineering	86	17	21
905-General Attorney	43	12	3
950-Paralegal Specialist	2	1	
986-Legal Assistance	1		
#N/A	2	1	1
GOLDEN,COLORADO	**14**	**3**	**4**
1301-General Physical Science	2	1	1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
451														
11														
1														
5														
7														
2														
94														
2														
1														
1														
1														
1														
3														
11														
1														
115														
1														
14														
3														
1														
1														
1														
4														
19														
6														
1														
8														
7														
2														
5														
1														
1														
2														
79														
35														
2														
2														
13														
2														

1320-Chemistry	7	2	1
2210-Information Technology Management	1		
301-Miscellaneous Administration and Program	1		
401-General Natural Resources Management and Biological Sciences	3		2
HELENA,MONTANA	**25**	**2**	**12**
1035-Public Affairs	1		
1301-General Physical Science	7		4
1315-Hydrology	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	5		4
301-Miscellaneous Administration and Program	1		1
341-Administrative Officer	2	1	
401-General Natural Resources Management and Biological Sciences	1		
501-Financial Administration and Program	1		1
819-Environmental Engineering	4		1
905-General Attorney	1	1	
LIBBY,MONTANA	**1**		**1**
819-Environmental Engineering	1		1
PIERRE,SOUTH DAKOTA	**1**		
819-Environmental Engineering	1		
Grand Total	**528**	**98**	**127**

6														
1														
1														
3														
24														
1														
7														
1														
1														
5														
1														
2														
1														
1														
3														
1														
1														
1														
1														
1														
491														

Region 9	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
CARSON CITY,NEVADA	**3**	**1**	**2**
1301-General Physical Science	2	1	1
819-Environmental Engineering	1		1
HONOLULU,HAWAII	**7**	**1**	**3**
1035-Public Affairs	1		1
1301-General Physical Science	3	1	1
28-Environmental Protection Specialist	2		1
401-General Natural Resources Management and Biological Sciences	1		
LONG BEACH,CALIFORNIA	**2**		
1301-General Physical Science	1		
819-Environmental Engineering	1		
LOS ANGELES,CALIFORNIA	**19**	**2**	**3**
1035-Public Affairs	1		
1301-General Physical Science	1		
1810-General Investigating	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	8	1	1
318-Secretary	1		
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	3	1	
PACIFICA,CALIFORNIA	**1**		
343-Management and Program Analysis	1		
RICHMOND,CALIFORNIA	**11**	**5**	**2**
1301-General Physical Science	3	1	1
1320-Chemistry	4	2	
2210-Information Technology Management	1	1	
401-General Natural Resources Management and Biological Sciences	3	1	1
SACRAMENTO,CALIFORNIA	**3**		**1**
1301-General Physical Science	2		1
401-General Natural Resources Management and Biological Sciences	1		
SAN DIEGO,CALIFORNIA	**8**		**4**
28-Environmental Protection Specialist	6		2
819-Environmental Engineering	2		2
SAN FRANCISCO,CALIFORNIA	**677**	**134**	**193**
1035-Public Affairs	5		1
1071-Audiovisual Production	1		
1082-Writing and Editing	2	1	1
1101-General Business and Industry	7	1	5
1102-Contracting	12	3	1
1109-Grants Management	13	1	8
1301-General Physical Science	99	19	25

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
3														
2														
1														
7														
1														
3														
2														
1														
2														
1														
1														
19														
1														
1														
1														
1														
8														
1														
1														
2														
3														
1														
1														
11														
3														
4														
1														
3														
3														
2														
1														
7														
5														
2														
619														
4														
1														
2														
7														
12														
12														
84														

1320-Chemistry	1		1
1370-Cartography	2		1
1410-Librarian	1	1	
150-Geography	1		1
1810-General Investigating	1		1
18-Safety and Occupational Health Management	1		1
201-Human Resources Management	4	3	1
2210-Information Technology Management	21	7	11
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	201	37	59
29-Environmental Protection Assistant	3	1	2
301-Miscellaneous Administration and Program	6	1	3
303-Miscellaneous Clerk and Assistant	8	3	2
306-Government Information Specialist	1		
308-Records Management	1		1
318-Secretary	6	3	1
340-Program Management	7	4	2
341-Administrative Officer	6	3	2
342-Support Services Administration	1		1
343-Management and Program Analysis	11	3	3
391-Telecommunications	3	1	1
401-General Natural Resources Management and Biological Sciences	42	3	6
415-Toxicology	3	1	2
501-Financial Administration and Program	2	1	1
505-Financial Management	1		1
510-Accounting	3	1	1
560-Budget Analysis	14	4	2
561-Budget Clerical and Assistance	1		
690-Industrial Hygiene	1	1	
80-Security Administration	2		1
819-Environmental Engineering	112	16	28
893-Chemical Engineering	1		
905-General Attorney	68	15	15
#N/A	1		
SHIPROCK,NEW MEXICO	**1**		
401-General Natural Resources Management and Biological Sciences	1		
STATELINE,NEVADA	**1**	**1**	
819-Environmental Engineering	1	1	
TUCSON,ARIZONA	**2**	**1**	
28-Environmental Protection Specialist	2	1	
YREKA,CALIFORNIA	**1**		
28-Environmental Protection Specialist	1		
Grand Total	**736**	**145**	**208**

1														
2														
1														
1														
1														
1														
4														
20														
1														
192														
3														
6														
8														
1														
1														
6														
7														
6														
1														
11														
3														
33														
3														
2														
1														
3														
14														
1														
1														
2														
99														
61														
1														
1														
1														
1														
2														
2														
1														
1														
677														

Region 10	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANCHORAGE,ALASKA	**27**	**3**	**3**
1301-General Physical Science	5		
28-Environmental Protection Specialist	14	2	1
340-Program Management	1		1
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	4		1
819-Environmental Engineering	1		
89-Emergency Management Specialist	1		
BOISE,IDAHO	**20**	**6**	**3**
1301-General Physical Science	10	4	1
28-Environmental Protection Specialist	6	1	1
340-Program Management	1	1	
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		1
COEUR D ALENE,IDAHO	**1**		**1**
28-Environmental Protection Specialist	1		1
EUGENE,OREGON	**1**	**1**	
28-Environmental Protection Specialist	1	1	
JUNEAU,ALASKA	**2**		**1**
1301-General Physical Science	1		1
28-Environmental Protection Specialist	1		
KING,WASHINGTON	**1**		
306-Government Information Specialist	1		
LACEY,WASHINGTON	**9**	**1**	**4**
1035-Public Affairs	1		
28-Environmental Protection Specialist	6	1	2
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	1		1
MANCHESTER,WASHINGTON	**1**		
403-Microbiology	1		
PORT ORCHARD,WASHINGTON	**19**	**1**	**3**
1301-General Physical Science	1		
1311-Physical Science Technician	1		
1320-Chemistry	10	1	1
1640-Facility Operations Services	1		
28-Environmental Protection Specialist	3		2
318-Secretary	1		
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		
PORTLAND,OREGON	**22**	**6**	**4**
1035-Public Affairs	1	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
27														
5														
14														
1														
1														
4														
1														
1														
19														
10														
6														
1														
1														
1														
1														
1														
1														
1														
2														
1														
1														
1														
1														
7														
1														
4														
1														
1														
1														
1														
18														
1														
1														
10														
3														
1														
1														
1														
22														
1														

1301-General Physical Science	4	1	
201-Human Resources Management	1		
28-Environmental Protection Specialist	6	3	1
318-Secretary	1		
340-Program Management	2		2
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	2		1
408-Ecology	1		
819-Environmental Engineering	2	1	
905-General Attorney	1		
RICHLAND,WASHINGTON	**7**		**3**
1301-General Physical Science	4		2
819-Environmental Engineering	3		1
SEATTLE HEIGHTS,WASHINGT	**1**		
819-Environmental Engineering	1		
SEATTLE,WASHINGTON	**435**	**90**	**102**
1035-Public Affairs	8	2	1
1109-Grants Management	20	5	5
1301-General Physical Science	67	12	13
1306-Health Physics	1		
1315-Hydrology	1	1	
1320-Chemistry	4		1
1340-Meteorology	1		
201-Human Resources Management	2		1
2210-Information Technology Management	9	2	2
260-Equal Employment Opportunity	1	1	
28-Environmental Protection Specialist	146	27	38
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	19	5	1
303-Miscellaneous Clerk and Assistant	2	1	
306-Government Information Specialist	4		2
308-Records Management	2		2
318-Secretary	7	4	1
340-Program Management	6	2	3
342-Support Services Administration	1		
343-Management and Program Analysis	11	3	2
401-General Natural Resources Management and Biological Sciences	17	4	3
408-Ecology	5	1	4
415-Toxicology	6	2	
482-Fish Biology	1		
501-Financial Administration and Program	2	1	
503-Financial Clerical and Assistance	1	1	
510-Accounting	3		
560-Budget Analysis	7	3	
690-Industrial Hygiene	1		
80-Security Administration	2		
819-Environmental Engineering	38	6	14

4														
1														
6														
1														
2														
1														
2														
1														
2														
1														
7														
4														
3														
1														
1														
394														
8														
13														
58														
1														
1														
3														
1														
2														
9														
1														
134														
1														
18														
2														
4														
2														
7														
6														
11														
16														
5														
6														
1														
2														
1														
3														
6														
1														
2														
35														

89-Emergency Management Specialist	2		
905-General Attorney	35	6	8
950-Paralegal Specialist	1		
#N/A	1		1
Grand Total	**546**	**108**	**124**

2														
30														
1														
1														
501														

ORD

Appropriation	Science and Technology (APPROP C)		Environmental Program and Management		Inland Oil Spill Programs		Subst Super (APPR(
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions
Delayering (increasing supervisor to staff ratio)	3	3	0	0	0	0	0
Consolidate or reduce administrative or support functions	0	0	0	0	0	0	0
Restructure or reduce highly graded supervisory and non-supervisory positions	178	95	0	0	0	0	1
Restructure to focus on core business functions (administrative support)	0	0	0	0	0	0	0
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	11	11	0	0	0	0	1
Total	192	109	0	0	0	0	2

ance fund DP C3)	Underground Storage Tanks (APPROP F)		Across Multiple Appropriations		Totals			
# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	Max Offers as % of Office Workforce	Comments
0	0	0	4	4	7	7	0.42%	Supv <=5
0	0	0	0	0	0	0	0.00%	
1	1	1	120	53	300	150	8.97%	Non-Supv 14-SES
0	0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0	0.00%	
1	0	0	15	15	27	27	1.61%	Vegas
2	1	1	139	72	334	184	11.00%	

AO

OAR

OARM

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OCSPP

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Appropriation	Science and Technology (APPROP C)		Environmental Program and Management		Inland Oil Spill Programs		Subst Super (APPR(
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions
Delayering (increasing supervisor to staff ratio)	3	2	0	0	0	0	0
Consolidate or reduce administrative or support functions	0	0	0	0	0	0	0
Restructure or reduce highly graded supervisory and non-supervisory positions	174	90	0	0	0	0	1
Restructure to focus on core business functions (administrative support)	0	0	0	0	0	0	0
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	11	11	0	0	0	0	1
Total	188	103	0	0	0	0	2

ance fund DP C3)	Underground Storage Tanks (APPROP F)		Across Multiple Appropriations		Totals			
# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	Max Offers as % of Office Workforce	Comments
0	0	0	5	4	8	6	0.36%	Supv <=5
0	0	0	0	0	0	0	0.00%	
1	1	1	126	58	302	150	8.97%	Non-Supv 14-SES
0	0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0	0.00%	
1	0	0	15	15	27	27	1.61%	Vegas
2	1	1	146	77	337	183	10.94%	

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Theme	AO			OAR			OARM	
	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers
Delayering (increasing supervisor to staff ratio)								
Consolidate or reduce administrative or support functions								
Restructure or reduce highly graded supervisory and non-supervisory positions								
Restructure to focus on core business functions (administrative support)								
Restructure to focus on STEM/programmatic priorities								
Consolidate and streamline functions/activities/reduce number of programs								
Total		0	0		0	0		0 0

Appropriation	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers
Science and Technology								
Environmental Program and Management								
Inland Oil Spill Programs								
Hazardous Substance Superfund								
Leaking Underground Storage Tanks								
Inspector General								
Hazardous Waste Electronic Manifest System Fund								
Water Infrastructure Finance and Innovation Fund								
Total								

	OCSPP			OECA			OEI			OGC	
Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers
	0	0		0	0		0	0		0	0
Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers

	OIG			OITA		
Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce
	0	0		0	0	
Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce	# of Targeted Positions	# of Max Offers	Max Offers as % of Office workforce

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Region 6
Region 8

Region 10

TALKING POINTS – TOWN HALL MEETINGS ON
VERA/VSIP PLANS
June 2017

- I want to thank everyone for coming today so we can give you an update on the agency's approach and status of early outs and buyouts (VERA/VSIPs).

- As the Acting Deputy Administrator shared with all of you, the agency is seeking approval from the Office of Personnel Management and the Office of Management and Budget to be granted Voluntary Early Retirement Authority and offer Voluntary Separation Incentive Payments to employees.

- The Acting Deputy Administrator had asked all program and regional offices to review their resources and all 22 regions and program offices submitted plans to the office of Human Resources in the Office of Administration and Resources Management. In developing the VERA/VSIP business case, the agency considered multiple factors including:

    - increasing supervisor to staff ratio;
    - consolidating and streamlining programs and functions;
    - restructuring or reducing highly graded supervisory and non-supervisory positions;
    - focusing on core business functions, programmatic and STEM priorities

- The OHR analyzed these plans and prepared one consolidated agency plan.

- On June 16th, the agency submitted its draft plan to OPM and OMB. We are now awaiting formal plan approval which we hope to receive by late June.

- **Insert the focus of your office. If having individual or small group conversations, you can say here that "your position is included in our request to OPM. We will be able to confirm this once our plan is approved by OPM and OMB." Please remember you need to invite the union if bargaining unit employees are involved.**

- For employees in the pool, the process will be similar to how the past VERA/VSIP processes were managed.

- Each employee in the pool will receive a letter outlining the VERA/VSIP application process.

- Remember that applying for a VERA/VSIP is strictly voluntary.

- Interested employees will apply on line for a VERA/VSIP. Their application will be sent to their HR Shared Service Center and they will receive an e-mail confirming their application.

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- The HR SSC will evaluate the eligibility of applicants and notify regional and program offices as each application is received.

- The agency used the selection criteria below in the 2014 and 2015 VERA/VSIPs

    - In the event of more applicants than positions being offered. However, note that these criteria are subject to bargaining with the unions: If the number of applications received exceeds the total number of VSIPs the agency can offer, approvals will be based first on the service computation date used to calculate an employee's leave, then on the entry on duty date for the EPA years of service. If these dates are the same for two EPA eligible employees, then the offer will be granted to the employee who submitted his or her application first.

- We will share other process details with employees as they become available.

- All employees who are taking a VERA/VSIP must be separated from the agency by the end of August.

- If you are considering applying for, or choose to apply for a VERA/VSIP, there are retirement classes and webinars. Retirement counseling is being offered through the HR shared Service Centers.

- If you have any questions about the VERA/VSIP process or want to see the list of retirement trainings that are available, I encourage you to visit the VERA/VSIP intranet site at [HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"] or contact the HRSSC.

- The decision to apply for and offer VERA/VSIPs was not made lightly. Senior management and others throughout the agency have spent a considerable amount of time looking strategically at ways to better align the agency's workforce with agency goals not only for today, bust most importantly, for the future.

- Offering VERA/VSIPs is just one component of a much larger effort to improve the way we work and hopefully improve the workplace experience for our employees.

- I am going to open the floor for your questions, but assure you that most of the details concerning the VERA/VSIP process will be in the letters that will be sent out.

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MEMORANDUM

SUBJECT: Update on Voluntary Separation Incentive Payment (VSIP) and Voluntary Early Retirement Authority (VERA) Opportunities

FROM: Mike Flynn
Acting Deputy Administrator

TO: All EPA Employees

On June 1, 2017, I announced that the agency had begun a workforce reshaping effort in which headquarters and regional offices were reviewing their current organizations and analyzing where they can achieve efficiencies. On June 16, 2017, the agency submitted its draft request to the Office of Personnel Management and the Office of Management and Budget to use VERA (also known as early-out) and VSIP (also known as buy-out) where it makes sense and where it is aligned with these efficiencies.

The agency-wide business case reflects multiple factors including increasing the staff to supervisor ratio; consolidating and streamlining functions; restructuring or reducing highly graded supervisory and non-supervisory positions; and, focusing on core business functions, programmatic and STEM priorities~~, and consolidating and streamlining programs and functions.~~

We expect to hear from OPM and OMB on our request by late June. In the interim, agency management will share with their employees information on the grades, occupational series, and geographic locations designated for VERA and VSIP within their organization. We expect a limited number of employees will be offered VERA/VSIP, and those who accept a VERA/VSIP offer must leave the agency by late August 2017. The decision to take advantage of a VERA or VSIP is entirely voluntary.

Throughout this process, we are working with our union partners. We will provide more details as they become available. Thank you again for your support as we work through this together.

U.S. Environmental Protection Agency Voluntary Early Retirement and Voluntary Separation Incentive Payments Authorities Business Cases and Budget Projections

Table of Contents

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EPA Business Cases and Budget Projections

I. Introduction

EPA is seeking to reduce, restructure and reshape its various program and regional offices according to the following themes: delayering to increase supervisor to staff ratio; consolidation or reduction of administrative or support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; restructuring to focus on core business functions (administrative support); restructuring to focus on STEM/programmatic priorities; and consolidating and streamlining functions/activities/reduce number of programs. VERA and VSIPs will be offered to all regional offices and program offices except the Office of Inspector General (22 total offices). If the number of applications received exceeds the total number of VSIPs we can offer, approvals will be based first on service computation date for leave, then on entry on duty date (total EPA years of service.) If the SCD and EOD dates are the same for two eligible employees, then the offer will be granted to the employee who submitted his or her application first.

Summary of Agency-wide Costs and Savings:

	FY 2017	FY 2018	FY 2019
Agency-wide Direct Costs	**$48,966,489**		
Agency-wide Savings		**$152,380,711**	**$121,993,203**

II. Office of the Administrator

Business Case

The Office of the Administrator over the course of many years has become one of the most highly graded organizations in the agency. As part of our strategic vision, we will continue to evaluate how

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well AO's organizational structure and staffing meets the agency's needs; ensuring that AO operates efficiently and effectively. Consequently, AO requests to:

1. Offer the VERA/VSIP to a generally broad segment of the AO workforce. We believe this inclusive approach will allow the majority of AO employees to decide if this is the right time for them to accept the VERA/VSIP rather than management deciding for them by limiting the positions targeted.

2. Restructure, reduce and rebalance the current top-heavy, non-supervisory GS-14/15 grades in order to create opportunities for recruiting at lower grade levels. There has been a significant rise in nonsupervisory high-graded GS-14 and GS-15 positions in AO; these positions represent nearly half of our entire staff.

3. At a later date, reshape the workforce to reflect changes in programmatic direction; strengthen technical programmatic expertise with the appropriate skill mix; and maximize administrative support positions.

4. We will conduct ongoing assessments to ensure that AO's organizational structure meets current and future operational needs. Each Associate Administrator and Staff Office Director will continue to discuss their organization's priorities with the Chief of Staff and Deputy Chief of Staff. These structured meetings will specifically discuss how AO will advance the Administrator's priorities for the remainder of FY17 and begin analysis of FY18 conditions as information becomes more available. These discussions will enable refined assessment of the workforce, budget, and efficiencies across AO, as well as set priorities and develop action items AO-wide. Additionally, these discussions will aid in identifying potential savings and synergies to maximize effective utilization of AO's resources.

Information Required for VERA and VSIP Requests

Overall AO has targeted 152 positions out of a total 339 positions (339 does not include political appointees). Of the targeted positions, 110 of the 152 are GS-13 or higher and all are non-supervisory. We intend to offer VERA/VSIP to restructure a maximum of 65 positions in AO. All positions that are offered VERA/VSIP, with the exception of one SL level position which will be eliminated, will be restructured, primarily at a lower grade level. AO will continue to identify opportunities to improve the efficiency and effectiveness of the existing workforce by offering opportunity to train and develop staff through creative approaches using short-term assignments via Skills Marketplace; details through Talent Hub; and opportunities to participate in training and developmental programs. In addition, AO will continue to seek ways to streamline processes; eliminate or modify areas of redundancy and encourage our workforce to join networks to share new methods and resources for performing the day-to-day work in support of the office mission and the Administrator's overall goals.

Finally, each office has developed a plan to maintain office functions while positions are restructured and re-staffed. Their selection of positions to be offered is predicated on their ability to restructure the position and hire employees with new skills and at lower grade levels to meet future requirements – up to their AO designated FTE ceiling.

Both the VERA and VSIP opportunities will be offered to staff in targeted series in all 12 individual offices within the Office of the Administrator. Targeting decisions were made by senior managers based on the specific mission needs required to reshape the workforce and lower the overall personnel

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compensation and benefits salary base. This proposal sets a maximum number of VSIPs to be offered for each series in each office. Decisions on who receives VSIPs will be made on the basis of seniority. These offers are based on an understanding that these offices will be allowed to restructure position and staff up to their AO authorized FTE ceiling.

NOTE: Given the pool of available candidates across our offices, if AO does not receive a high percentage of applicants at the GS-15 or GS-14 levels in any particular office, we request the flexibility to increase (or decrease) the offer number in one or more categories, as long as our total reduction does not exceed a total of 65.

VSIP-Specific Information

The targeted position spreadsheet identifies the details of the specific positions to be offered VSIP and restructured. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level with only one exception as noted above. The maximum amount of voluntary separation incentive payments to be offered in AO is 65. In AO everyone that is early out (VERA) is VSIP eligible as well. Our organizational charts are attached – AO is not making any changes to its organizational structure at this time. However, we continue to assess potential opportunities to gain greater efficiencies.

VERA-Specific Information

The total number of position with the Office of the Administrator potentially undergoing change is 65. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level except one. AO does not have any employees in the program who will be involuntarily separated, downgraded, transferred, or reassigned as a result of these actions. AO has a total number of 75 employees eligible for early retirement. The estimated total number of employees in the Office of the Administrator who are "likely" to take early retirement is approximately 30, which is about 40% of the total eligible employees.

The Office of the Administrator plans to offer opportunities for temporary assignments with possible reassignments; using Talent Hub to post opportunities for lateral reassignments; and allow offices to recruit, where needed, at the lowest grade level possible for specific skillsets that are not available within the agency. These recruitments will include the restructured positions which will decrease the total number of non-supervisory GS-14/15 positions.

Budget Information

Table A – Direct Costs for VERA/VSIP	
65 of Targeted Positions for VSIP x $25,000	$1,625,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool $64.09 x 240 x 65 of Targeted Positions}	$999,804

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Total Maximum Direct Costs	$2,624,804

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$61,147,000	$61,147,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$52,482,032	$52,482,032
E. Payroll for 64 New Hires	$1,886,976	$3,773,952
F. Payroll Savings for 65 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$6,777,992	$4,891,016
G. Pre-VERA/VSIP Annual WCF Cost	$4,034,000	$4,034,000
H. Post VERA/VSIP Annual WCF Cost	$3,417,020	$3,417,020
I. WCF for 64 New Hires	$303,744	$607,488
J. WCF Savings for 65 VERA/VSIP Targeted Positions (J = G – H – I)	$313,236	$9,492
Projected Savings with VERA/VSIP (F + J)	**$7,091,228**	**$4,900,508**

Notes:
A. Cost based on OA's FY 2017 Operating Plan payroll calculations.
D. Hourly rate of $64.09 based on the average of a GS-13/14/15 step 6 times 2080 hours times 65 target positions.
E. Hourly rate of $28.35 based on the average of a GS-7/9/11 step 3 times 2080 times 64 new hires (eliminating 1 position); Assumes new hires will onboard mid-year in FY 18
F. F = A - B - C - D - E
G. OA's WCF allocation in the FY 2017 Operating Plan
H. Based on OA's FY 2017 Operating Plan WCF costs; assumes $9,492 per person; 65 targeted positions
I. Used $9,492 WCF cost per person (64 new hires -- eliminated 1 position); Assumes new hires will onboard mid-year in FY 18
J. J = G - H - I

III. Office of Air and Radiation

Business Case

Over time, OAR has taken a number of steps to reshape its administrative workforce, including:

- Reorganizing work units and realigning or eliminating positions in order to consolidate mission support functions;
- Replacing positions performing non-inherently governmental clerical duties with grantees; and

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- Offering separation incentives to employees whose positions were identified as redundant or obsolete.

Such incremental efforts, combined with ongoing attrition, have proven effective at realizing improved customer service with fewer positions and a lower cost to payroll. Also, in recent years EPA has adopted new internet-based data systems that require analysts who are skilled in using the full capability of the systems and who must be able to produce and interpret data reports. As the demands of mission support functions have evolved, OAR has found that on-the-job training is not always sufficient to enable employees to use these systems effectively, and that new skills sets are needed.

In the event that EPA determines that OAR will offer new separation incentives, such incentives will be offered to non-SES positions in administrative series, predominantly in the 0300 family, in order to: 1) continue OAR's efforts to realize workforce efficiencies by consolidating and eliminating positions that are no longer mission-critical or that can be done at lower grade levels; and 2) refocus efforts on programmatic priorities.

Our proposal seeks to streamline administrative operations and reduce the number of personnel with obsolete skills. In addition, in certain offices, it is necessary to redirect limited resources from general administrative services to essential programmatic functions required for meeting agency strategic goals, as well as to support new and emerging agency priorities and federal environmental and programmatic mandates.

This VERA/VSIP proposal includes a total of 67 eligible positions and sets forth a maximum total number of 20 VERA/VSIP offers in OAR, as shown in the targeted position spreadsheet.

For any positions vacated by an employee who accepts VERA/VSIP, the office will redistribute mission-critical duties to existing positions to the extent possible. Depending on the availability of FTE in FY2018 and beyond, offices will seek to fill any competency gaps not addressed through redirection of duties by establishing positions and recruiting for skill sets needed for programmatic and mission-critical priorities as permitted by EPA.

How VSIP will be used in conjunction with VERA

About 15% of OAR's workforce is eligible for optional retirement. Combined with employees eligible for early retirement, the total number of VSIP + VERA employees constitute 40% of our workforce. We are requesting authority to offer VSIP/VERA in order to reach the goal of 20 voluntary separations. Offering VSIP/VERA is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and better align the skill sets needed to meet current and future mission needs.

VSIP-Specific Information

The categories of positions that will be offered VSIP are the same as those indicated in the targeted position spreadsheet. This VERA/VSIP proposal targets a total of 67 positions and set forth a maximum total number of 20 VERA/VSIP offers in OAR. OAR will accept VSIP offers alone, or in combination with VERA or Optional Retirement.

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OAR does not expect that any reorganizations will be necessary after the agency has completed the incentive payments. However, OAR will continue to explore ways to further improve workforce efficiencies.

VERA-Specific Information

OAR employs 1,119 employees as of May 12, 2017. Approximately 270 employees are eligible for early retirement. The estimate of the total number of employees in OAR who are expected to take early retirement is five or fewer.

As stated above, at this time, OAR does not expect that any reorganizations will be necessary post-VERA/VSIP. Certain personnel actions may be necessary as a result of the departures of staff. Some position descriptions may need to be updated to reflect new or amended duties, and this could require the processing of reassignment or realignment actions if the change is more than minimal. In addition, depending on where these departures occur, it may be necessary to offer details/temporary promotions to cover work if it cannot be handled by current staff. We would expect these actions to be few and used mainly if workforce departures are unevenly distributed.

Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 500,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 245,000
Total Maximum Direct Costs	$ 745,000

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$172,283,000	$172,283,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$170,163,000	$170,163,000
E. Payroll for # New Hires	$225,875	$451,750
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,894,125	$1,668,250
G. Pre-VERA/VSIP Annual WCF Cost	$14,725,000	$14,725,000
H. Post VERA/VSIP Annual WCF Cost	$14,545,000	$14,545,000
I. WCF for # New Hires	$22,500	$45,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$157,500	$135,000
Projected Savings with VERA/VSIP (F + J)	$2,051,625	$1,803,250

A. Assumes payroll allocation from FY17 Enacted budget for OAR.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes annual payroll cost of average salary of eligible positions ($106,000) x 20 positions = $2,120,000.
E. Assumes hiring 5 GS-12, step 5 positions in Washington, DC. Start date April 2018.

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F. A – B – C – D - E
G. Assumes working capital fund allocation from FY17 Enacted budget for OAR.
H. Assumes $9K WCF per person x 20 positions = $180,000.
I. Assumes $9K WCF per person.

IV. Office of Administration and Resources Management

Business Case

The Office of Administration and Resources Management is requesting approval authority for the use of VSIP and VERA to transform its workforce by placing a renewed focus on core business services, eliminating business services with low demand, centralizing internal support in select administrative areas, and reshaping the workforce to optimize support to the agency.

OARM has 698 permanent employees. The VERA/VSIP plan targets 154 positions: 34 positions in support job series and 120 positions in programmatic series. Targeting decisions were made by senior managers based on the specific mission needs required to reshape and reposition the organization by correcting competency gaps necessary to meet federal and agency mandates. The maximum number of VERA/VSIPs to be offered is 98 as shown in the targeted position spreadsheet. These offers span 20 different job series. Decisions on which employees may be authorized VERA and VSIP will be based on the employee's permanent official division, position of record, occupational series, and grade level. The estimate of the total number of employees in OARM who are expected to take early retirement is five. OARM will focus on the following themes:

- Restructure or reduce highly graded, supervisory and non-supervisory staff positions (GS 14 and 15) into lower graded positions that support the skills and competencies needed to meet current and emerging mission and program requirements and rebalance the current structure and recruit at lower grade and career ladder levels. (Note that in one of OARM's divisions (OROM/FACMD) the pool for 0343 positions does not include one GS-14. This position acts as the Committee Management Officer and is excluded because it is required by GSA and the FAC Act.)

- Restructure positions to focus on core business functions where needs can be met more economically, by leveraging technology, or utilizing other resources. Includes the printing function, printing officers, and elimination of embedded attorney services in favor of OGC expertise. These positions will be restructured at lower grade levels and into positions that support core business functions.

- Consolidate or reduce administrative or support functions to increase emphasis on positions and series directly supporting our core business functions – facility, engineering, contract, grant and human resources management.

    - Reduce the number of employees in specific occupational series (e.g., automation clerks, secretaries, procurement analysts, grants assistants, program and management analyst positions).
    - Realign current administrative specialists and program analysts to consolidate internal HR support and budget execution in OARM to achieve efficiency.

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- Restructure positions to recruit candidates having skills required to close current competency gaps.

The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

How VSIP will be used in conjunction with VERA

OARM has 121 employees eligible for regular retirement and 164 eligible for early retirement through VERA in the above identified series. The VSIP authority presents an attractive enticement to those employees who will realize a reduced annuity from retiring early through VERA. Therefore, the combination of optional and early retirement eligible employees will result in the maximum number of departures, which is important to OARM to reshape its organization. The VSIP can further increase the potential departure group by providing a separation incentive to employees who have more than three years of status and hence could elect to depart to pursue other career opportunities. Thus, the combination of VERA and VSIP provides the greatest likelihood for OARM achieving the necessary reshaping and restructuring of its workforce.

The types of personnel actions anticipated as a result of the above proposed restructuring and elimination of positions include:

- Directed reassignments
- Competitive details
- Voluntary separations and retirements
- Abolishment of some positions
- Reclassification and restructuring of some positions
- Internal and possible external competitive recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP 98 x $25,000	$ 2,450,000
Annual Leave Pay Out for 98 of Targeted Positions for VERA, Optional Retirement or Resignation {$64.86* x 240 x 98 of Targeted Positions}	$ 1,525,507
Total Maximum Direct Costs	$ 3,975,507

*Payroll estimated on a GS-13, step 5 ($51.48) with 26% included for loaded cost in Washington, D.C.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$99,580,367	$99,580,367

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B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost (A-(98 Targeted Positions*$145,000)	$86,789,387	$87,262,394
E. Payroll for 84 New Hires	$2,810,070	$5,646,460
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,980,910	$6,671,513
G. Pre-VERA/VSIP Annual WCF Cost	$6,280,000	$6,280,000
H. Post VERA/VSIP Annual WCF Cost	$5,473,852	$5,473,852
I. WCF for 84 New Hires (assumes half of WCF costs mid-year in FY 18 - $4,113 * 84 and full costs $8,226 * 84 in FY 19)	$345,492	$690,984
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$460,656	$115,164
Projected Savings with VERA/VSIP (F+J)	**$10,441,566**	**$6,786,677**

Calculation Notes:
A – FY 2017 Payroll amount.
B/C – VERA/VSIP Payout and Leave Payout Costs occur in FY 2017.
D – 145,000 is the estimated average cost of FTE
E – Assume a GS-09, Step 1 with 20% added to cover the cost of benefits.
H - Total is Pre-VERA/VSIP Annual WCF Cost – (98 Targeted Positions x $8,226).
I – For FY 2018 assumes new hires are only funded for ½ of the year at $4,113.

V. Office of the Chief Financial Officer

Information Required for VERA and VSIP Requests

OCFO plans to reduce the number of administrative positions by using VERA/VSIP authorities to:

- Eliminate a clerk position.
- Reduce the number of financial technician positions.
- Reduce the number of secretary positions within OCFO's Office of the Controller (Reduce the number of management analyst positions within OC.

In addition, OCFO plans to reduce the number of financial management positions in OC by using VERA/VSIP authorities to:

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- Reduce the number of financial specialist positions.
- Reduce the number of accountant positions.

Vacated clerk, secretary, and financial technician positions will be abolished. After VERA/VSIP offers have been accepted, OCFO will determine how many OC positions remain in the management analyst, accountant, and financial specialist series, and make appropriate workforce decisions. These decisions include possible reassignments of remaining personnel to fill positions in other parts of OCFO to fill mission-critical needs. The decisions also include possible restructuring to fill a small number of vacated positions with new skills needed to perform and support advanced data analytics and deliver secure, high-quality financial management processes, operations, and systems. These changes would be part of EPA's continuing efforts to meet the demand for a technologically sophisticated, analytical financial management workforce, as well as qualified technical and IT security staff.

OCFO will be able to operate without eliminated positions due to increased use of technology. Over time, the agency's financial management programs and functions have undergone significant change, particularly in the use of technology. In October 2011, the agency implemented the Compass Core Financial System, a key element of EPA's overall Financial System Modernization Plan, which provided increased integration among EPA's various systems and added new functionality. Now, we will take greater advantage of the full functionality of Compass to reduce our need for separate systems which cost time, money, and staff resources to integrate. As just one example, moving portions of the payment tracking systems and other interfacing systems into Compass will eliminate the need to reconcile discrepancies when all functionality is housed in one system. This should result in streamlined processes, better data quality, and reduced staff needed for integration of the separate systems and reconciliation of data. As a result, the workforce supporting the agency's financial management operations including the supporting administrative staff, which are located in OCFO, can be restructured and reduced, while qualified technical and IT security staff would be maintained.

We will be able to realign or reorganize to create operational efficiencies, while at the same time minimize any potential negative impacts on the workforce. We also plan to recruit for new skills needed by hiring a modest number of positions. We will recruit candidates who have analytical and critical thinking, and information management and technology skills. If needed, OCFO will implement management-directed reassignments or details to ensure mission-critical programs are not interrupted. OCFO's senior leadership will ensure that the highest priorities of EPA and OCFO will be carried out during this time of organizational change and workforce restructuring.

VSIP will be used in conjunction with VERA to maximize the incentives for employees to accept a VERA/VSIP offer. OCFO's attrition rate is low, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. For these individuals, VSIP is the only incentive we can offer. Another target group is eligible for neither optional retirement nor early retirement. For these individuals too, VSIP is the only incentive available. Given that a reduced government income relative to optional retirement is inherent in VERA, we anticipate VSIP to be a necessary enticement also among the target group who are VERA-eligible. VERA authority in conjunction with VSIP will be essential if we are to reach our goal of 27 voluntary separations from among a target group of 160.

VSIP-Specific Information

- The maximum number of VERA/VSIP to be offered is 27.

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- The maximum amount that will be paid is $25,000.
- The total maximum amount that will be paid is $675,000.

A maximum of 27 VSIP payments would be offered in accordance with the targeted position spreadsheet.

VERA-Specific Information

As of May 15, 2017, OCFO has 303 non-temporary employees on board. 83 employees are eligible for early retirement. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is 20. At this time, we anticipate one position in an occupational series that OCFO no longer needs may require the incumbent to be involuntarily separated unless the individual accepts a VERA-VSIP offer or finds a position in another EPA office or federal agency. The types of personnel actions anticipated as a result of OCFO's need for VERA include separations, details (if necessary), reassignments, abolished and/or reclassified positions, and internal and external recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
27 Targeted Positions for VSIP x $25,000	$675,000
Annual Leave Pay Out for 27 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate ($49.66) based on the average grade and step (GS-12, Step 10) of the targeted pool x 240 x 27 Offers to Targeted Positions}	$321,797
Total Maximum Direct Costs	$996,797

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$41,371,000	$41,371,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$38,572,747	$38,572,747
E. Payroll for 7 New Hires	$362,737	$725,473
F. Payroll Savings for 20 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,435,516	$2,072,780
G. Pre-VERA/VSIP Annual WCF Cost	$2,203,170	$2,203,170
H. Post VERA/VSIP Annual WCF Cost	$2,010,660	$2,010,660
I. WCF for 7 New Hires	$24,955	$49,910
J. WCF Savings for 27 VERA/VSIP Targeted Positions (J = G – H – I)	$167,555	$142,600
Projected Savings with VERA/VSIP (F + J)	$2,603,071	$2,215,380

A - Based on payroll allocation from FY17 Enacted Budget for OCFO.

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E - Assumes that new hires in FY 2018 will be onboard for ½ year. Calculation is based on a GS-12 Step 10 (for 2017 in Washington DC). The 2017 GS-12 Step 10 salary is $103,639 or $49.66/hr. With a 30% increase to account for benefits, the total annual cost is $134,730 annually.

G - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and is estimated at $7,130 each per 309 on-board personnel.

H - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at $7,130 per 282 on-boards (309- 27 VERA/VSIP departures = 282 remaining).

I - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at 7 new hires for half a year ($24,955); and in FY19 is estimated at 7 new hires for a full year ($49,910).

VI. Office of Chemical Safety and Pollution Prevention

Business Case

OCSPP is requesting approval authority for the use of VSIP and VERA together to transform its workforce to meet administrative and programmatic challenges facing the organization by reducing administrative support positions through efficiencies and technology, reshaping the organization to reflect changes in programmatic direction and increased efficiency, and reducing and restructuring our highly-graded full-time equivalents. OCSPP plans to offer both VSIP/VERA together (except for series GS-0303 which will only receive VSIP).

- Reduce the number of Miscellaneous Clerk and Assistant positions across OCSPP. As technology use across the workforce has expanded, many of the activities of the administrative staff in this series (e.g., typing, filing, screening calls, scheduling meetings, photocopying, mailing documents, timekeeping, and making travel reservations) have been assumed by the office's professional and technical staff. These functions have been re-engineered into user-friendly automated systems, i.e., Concur, Webforms, People Plus, and other automated administrative work systems. This change in the work environment has diminished the need for positions in this administrative field and will enable the organization to reduce obsolete skills and consolidate a broader range of functions. OCSPP has 3 of these positions. One is in the Office of Pollution Prevention and Toxics (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs in Arlington, VA (GS-7, GS-8). All offers would be accepted.
- Reduce and restructure the work of non-supervisory Miscellaneous Administration and Program Series positions in the OCSPP IO to restructure positions with new skill sets that advance multimedia approaches and new technology. The IO will look to restructure positions requiring broader programmatic experience, communication and communication technology and the use of collaboration tools to better support the IO senior management. The IO would evaluate and determine how to restructure any position prior to filling the position. The IO has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.
- Reduce the number of Miscellaneous Administration and Program Series positions in OPPT's Information Management Division. The functions of OPPT have evolved with the manner and processing of submissions under the Toxic Substances Control Act (TSCA). Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OPPT would expect to fill any new FTE positions at lower grades

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in restructured positions. OPPT has 4 non-supervisory GS-13 positions in this series in IMD. Up to two offers would be accepted.

- Reduce and restructure the number of non-supervisory GS-15s across OCSPP. Many non-supervisory GS-15 positions were established to focus on specific programs when sufficient higher graded work was present. Program priorities have evolved over time and continue to do so and not all of these positions are currently required. Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OCSPP will review positions that are vacated and determine whether the work of the position is needed or whether it should be abolished. If the position is still needed, we will evaluate and determine how it will be restructured before filling. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties, different job series or a different grade level appropriate for the scope of duties for that position. OCSPP has 56 positions eligible for retirement or early retirement (this excludes one IT security position). Up to 43 offers would be accepted across many series (3 in the IO; 22 in OPPT, 15 in OPP (see the next bullet), and 3 in the Office of Science Coordination and Policy). Positions are located in Washington, DC, Arlington, VA, Chicago, IL and Ft. Meade, MD.
- Reduce the number of OPP supervisory positions by restructuring branches in two OPP divisions. These new structures will consolidate functions across several branches to increase efficiency and increase the supervisor-to-staff ratios. In the Health Effects Division, OPP would combine information functions with science information functions into a single unit and also combine scientific specialties related to health effects and exposure into one branch. This restructuring would lead to better cross-sharing of information and more efficient use of technical capabilities and staff resources. In the Pesticides Re-evaluation Division, OPP would eliminate one branch and task work from that branch across three other branches, eliminating the need for an administrative services branch. Reshaping these branches helps with increased efficiency and reduces the number of supervisors. OPP would re-task work to existing staff and supervisors. OPP currently has 3 positions located in Arlington, VA. Two of the three are GS-15-0343 Program Analysts, and one is a 0401Biologist. Up to 15 positions would be accepted in OPP from this group and the OPP non-supervisory GS-15s combined (OPP current and future organization chart attached.)

The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

Budget Information

Table A – Direct Costs for VERA/VSIP	
68 of Targeted Positions for VSIP x $25,000	$1,700,000
Annual Leave Pay Out for *68* of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step *(GS 13 Step 5 - $66.49)* of the targeted pool x 240 x *68* of Targeted Positions}	$1,085,117
Total Maximum Direct Costs	$2,785,117

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Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$133,784,000	$133,784,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,869,040	$126,869,040
E. Payroll for *20* New Hires	$1,382,992	$2,765,984
F. Payroll Savings for *50* VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,531,968	$4,148,976
G. Pre-VERA/VSIP Annual WCF Cost	$8,081,000	$8,081,000
H. Post VERA/VSIP Annual WCF Cost	$7,732,500	$7,732,500
I. WCF for *20* New Hires	$69,700	$139,400
J. WCF Savings for *68* VERA/VSIP Targeted Positions (J = G – H – I)	$278,800	$209,100
Projected Savings with VERA/VSIP (F + J)	**$5,810,768**	**$4,358,076**

Table A
Assumes 68 Targeted Positions at buyouts of $25,000
Assumes leave payout of 240 hours for all 68 Targeted Positions at a fully loaded average salary rate of a GS 13 Step 5 ($66.49)

Table B

A. Assumes FY 17 Enacted Payroll for RPIO 20.
B. VERA/VSIP payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. VERA/VSIP leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Assumes annual payroll cost of annual salary of eligible positions (GS-13 Step 5 - $138,299) x 50 positions = $6,914,960.
E. Assumes payroll for 20 new hires at GS-13 Step 5 $138,299 * 20 = $1,797,890. FY 17 costs assume hiring in April 2018.
F. A – B – C – D – E
G. Assumes FY 17 Enacted WCF for RPIO 20.
H. Assumes savings of $348,500 – annual WCF cost / FTE of $6,970 * 50 maximum offers
I. Assumes annual WCF cost for 20 new hires of $139,400 – annual WCF cost / FTE of $6,970 * 20 new hires. FY 17 costs assume hiring in April 2018.
J. G – H – I

VII. Office of Enforcement and Compliance Assurance

Business Case

The Office of Enforcement and Compliance Assurance is requesting authority for the use of VERA and VSIP to address longstanding shortfalls in extramural and other non-pay accounts through elimination or restructuring of positions vacated by departing employees.

OECA will offer VERA/VSIP broadly to enable redirection and refocusing of resources to establish a more efficient enforcement and compliance program aligned with the agency's strategic direction.

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OECA will accept VERA/VSIP applications for eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators, allowing the OECA to reshape its workforce, consolidate functions, and preserve extramural funds necessary to meet core business needs. The VERA/VSIP would encompass GS 5 – 15 positions in all locations. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

NOTE: Given the pool of available candidates, if OECA does not receive applicants at the numbers outlined in the Targeted Positions Template, we request the flexibility to increase (or decrease) the number in one or the other category, as long as our total does not exceed 51. This would be implemented by adhering to the selection criteria for each job category and then adjusting other categories where appropriate to meet overall target levels.

Through a combination of restructuring and elimination, OECA will refocus the workforce and balance extramural needs to meet changing priorities in coordination with our state and local partners. Some of OECA's components include separate administrative and program support functions which may be consolidated to reduce redundancies and promote greater efficiency. In addition, OECA may restructure compliance and enforcement activities across organizational lines to improve coordination and streamline functions. For the GS-2210 Information Technology Specialist positions, OECA will restructure two information-security positions and reassign work to lower graded employees in this series. While these are positions with direct-hire authority, reassignments internal to the agency should allow us to meet program needs.

OECA has 681 non-temporary employees in targeted positions, of which 164 are VERA-eligible and 522 are VSIP-eligible. OECA plans to offer up to 51 VSIPs (with or without VERA) to eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators in a pool of 506 targeted positions. This broad applicant pool will enable a large-scale approach towards a multi-faceted reshaping effort.

The estimate of the total number of employees in OECA who are expected to take voluntary early retirement are 25. With a target of 51 positions overall, we plan to restructure 25 positions to meet changing agency priorities and eliminate 26 positions to address longstanding financial needs for critical agency support activities.

Personnel actions as a result of the VERA/VSIP will likely be part of broader agency reform and restructuring efforts and will be a combination of details, reassignments, competitive hires and realignments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
51 Targeted Positions for VSIP x $25,000	$1,275,000
Annual Leave Pay Out for 51 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of $64.63 based on the average	$ 791,070

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grade and step (GS 14/7) of the targeted pool x 240 x 51 Targeted Positions}	
Total Maximum Direct Costs	$2,066,070

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$92,598,000	$92,598,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for 10 New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for 51 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 8,418,000	$ 7,503,000
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,896,200	$ 3,896,200
H. Post VERA/VSIP Annual WCF Cost	$ 3,503,500	$ 3,503,500
I. WCF for 10 New Hires	$ 38,500	$ 77,000
J. WCF Savings for 51 VERA/VSIP Targeted Positions (J = G – H – I)	$ 354,200	$ 315,700
Projected Savings with VERA/VSIP (F + J)	$ 8,772,200	$ 7,818,700

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. No cost in FY 2018 or FY 2019.
C. No cost in FY 2018 or FY 2019.
D. Fully loaded average payroll cost for targeted positions minus 51 ($183,000 x 455).
E. Assumes hiring of 10 new staff at yearly salary of $183,000 per employee; 6 months of FY 2018/full year 2019.
F. See calculation formula.
G. Average WCF cost per employee in targeted positions ($7,700 x 506)
H. Average WCF cost for targeted positions minus 51 ($7,700 x 455).
I. Assumes hiring of 10 new staff at yearly WCF cost of $7,700 per employee; 6 months of FY 2018/full year of FY 2019.
J. See calculation formula.
K. See calculation formula.

VIII. Office of Environmental Information

Business Case

OEI will offer VSIP and VERA opportunities to non-supervisory GS-15, GS-14, and GS-13 staff. Our workforce analysis shows a significant proportion of OEI's workforce (132 positions or 43%) is classified in nonsupervisory high-graded GS-14 and GS-15 positions. An additional 138 positions, or 45%, are GS-13; and only 11% are graded at or below the GS-12 level. OEI needs to have a balanced grade structure that is sustainable. Junior and mid-level staff are needed to support our IT and IM

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experts at the GS-14 and GS-15 levels. With the current distribution, a disproportionate number of OEI's staff is highly-graded experts, which does not allow for a career ladder growth path. Through restructuring, OEI aims to attract appropriately-skilled junior-level staff experienced in modern technology projects and programs. OEI is both an information technology and information management organization; a better distribution of these modern skills is needed to support the agency's mission.

After reducing the number of non-supervisory higher-graded positions (GS-13 and above), OEI will consolidate the higher graded work in remaining positions. Temporary work assignments may be required for high priority projects while the hiring plan is implemented. Some non-critical projects may be delayed during the transition period. Once our non-supervisory, high-graded workforce has been restructured, we will look for opportunities to centralize work where it can be or otherwise align the positions to the appropriate organizations. This will protect against duplication of effort, streamline reporting relationships, and improve accountability.

OEI averages less than 10 retirements per year, although OEI currently has 74 positions that are fully eligible for immediate retirement. Given our low attrition rate and the fact that many of our retirement-eligible employees have continued to work years beyond retirement eligibility, we request authority to offer VERA with VSIP to supplement our number to reach our goal of 30 voluntary separations. Offering VERA with VSIP is more appealing than VERA alone and will likely help us achieve the voluntary separations needed to restructure the grade levels and work of our workforce

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VSIP-Specific Information

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations. We plan to offer VSIP/VERA to non-supervisory employees at the GS-13 through GS-15 levels in the specified organizations.GS-2210 IT Specialist Security/INFOSEC are not included in this proposal.

With an organizational FTE ceiling of 421 positions and a vacancy rate of 78 positions, it will be critical for OEI to develop a replacement hiring plan. The goal of the plan will be to lower our grade structure and recruit new skills needed to advance current and future information management and technology requirements for the agency given fewer resources.

We will offer 30 VSIPs, each up to the maximum of $25,000 for a total amount of $750,000. The following table illustrates the maximum allocation of VERA/VSIPs by OEI Office and/or Division. Review OEI's Targeted Positions Template for detailed information.

Allocation of VERA/VSIPs by Office		***Allocation of VERA/VSIP by Division (OITO and OEIP)**		
ODSTA	4	OEIP	IO	1
OCAPPM	3	OEIP	EQMD	1
OBOS	2	OEIP	ERMD	2
OIM	8	OEIP	FLAD	1
OISP	3	**OEIP Total**		**5**
OEIP*	5	OITO	IO	1
OITO*	5	OITO	SBMD	4
TOTAL	**[=SUM(ABOVE)]**	**OITO Total**		**5**

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VERA-Specific Information

As of April 17, 2017, OEI employs 343 permanent employees. Following VERA/VSIP, OEI will look to restructure functions, positions, and/or organizational structures to better meet mission needs. To gain additional cost efficiencies and improve OEI's ability to hire and retain highly qualified staff, especially in technical fields, OEI will also consider redistributing some of the restructured positions to RTP, North Carolina, where we currently have staff present. If we deem it necessary to most effectively support EPA's mission, OEI may involuntarily reassign up to 10 employees as a result of this proposal.

A total number of 79 OEI employees are eligible for early retirement. The estimate of the total number of employees in OEI who are expected to take early retirement is eight, or 10% of the total eligible. We expect to complete the following types of personnel actions as a result of OEI's need for VERA: management directed reassignments, details, voluntary separations, permanent internal and external recruitments, temporary/term internal and external recruitments.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 of Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for 30 of Targeted Positions for VERA, Optional Retirement or Resignation {$60.83 x 240 x 30}	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Note: Hourly rate based on the average grade and step (14/5) of the targeted pool per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB_h.pdf"]

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 56,623,657	$ 56,623,657
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 52,814,917	$ 52,814,917
E. Payroll for 30 New Hires	$ 1,093,134	$ 2,186,267
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$ 2,715,606	$ 1,622,473
G. Pre-VERA/VSIP Annual WCF Cost	$ 2,886,315	$ 2,886,315
H. Post VERA/VSIP Annual WCF Cost	$ 2,612,235	$ 2,612,235
I. WCF for 30 New Hires	$ 137,034	$ 274,080
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 137,046	$ 0
Projected Savings with VERA/VSIP (F + J)	$ 2,852,652	$ 1,622,473

A. Estimate based on FY 2017 straight-line payroll projection for the year as of July 3, 2017. Does not factor in a cost of living increase, attrition, or unprocessed cash awards.

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D. Post V/V annual payroll cost based on savings of EPA HQ GS-14/5 base yearly salary for 30 positions ($126,958 X 30 = $3,808,740), per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB.pdf"]. This calculation does not include an estimate of savings on benefits.

E. FY18 calculations include the base salary (not benefits) of 30 new hires across EPA HQ and EPA RTP onboard for ½ year:

- 3 GS-9 Step 1 in HQ at $27,486 per person; 3 GS-9 Step 1 in RTP at $25,739 per person
- 4 GS 11 Step 1 in HQ at $33,255 per person; 4 GS 11 Step 1 in RTP at $31,141 per person
- 4 GS 12 Step 1 in HQ at $39,860; 4 GS 12 Step 1 in RTP at $37,326
- 4 GS 13 Step 1 in HQ at $47,398; 4 GS 13 Step 1 in RTP at $44,385
- Estimated total salary for new hires at ½ year for HQ = $564,510 and RTP = $528,624.

FY19 calculations include the base salary of 30 new hires from FY 2018 across EPA HQ and EPA RTP onboard for 1 year:

- 3 GS-9 Step 1 in HQ at $54,972 per person; 3 GS-9 Step 1 in RTP at $51,477 per person
- 4 GS 11 Step 1 in HQ at $66,510 per person; 4 GS 11 Step 1 in RTP at $62,282 per person
- 4 GS 12 Step 1 in HQ at $79,720; 4 GS 12 Step 1 in RTP at $74,652
- 4 GS 13 Step 1 in HQ at $94,796; 4 GS 13 Step 1 in RTP at $88,770
- Estimated total salary for new hires at one year for HQ = $1,129,020 and RTP = $1,057,247.

H. Average annual WCF cost per person is $9,136, for a 12-month period ($761.30 monthly cost), based on May 2017 usage.

I. Assumes 30 new hires will be on board for ½ of the year in FY 2018 ($761.30 x 6 months x 30 hires) and a full year in FY 2019 ($9,136.00 x 30 hires).

IX. Office of General Counsel

Business Case

The Office of General Counsel provides legal services to all the agency's organizational elements with respect to all programs and activities. Specifically, OGC provides legal opinions, legal counsel, litigation support, and assists in the formulation and administration of the agency's policies and programs as legal advisors. OGC's workforce is primarily comprised of attorney advisers.
OGC often has a shortfall in its non-pay budget lines. Because the agency is considering VERA and VSIP, OGC has taken steps to ensure it only has essential personnel at the right grade level so as to ensure it has as much non-pay funding available as possible. In reviewing OGC's ongoing work and the agency's needs, OGC decided to restructure or reduce one (1) highly graded non-supervisory position and one (1) non-supervisory position in its Immediate Office. Below is the VERA and VSIP business case justification:

POSITION	FUNCTION	ORGANIZATION	LOCATION	OCCUPATIONAL CATEGORY	GRADE LEVEL
Senior Counsel for International Affairs	Oversees special projects of significant concern to the agency.	OGC Immediate Office	WA, DC	Management	SL-0905-00
Executive Assistant	Executes day-to-day responsibilities & assignments that are routine and/or may be	OGC Immediate Office	WA, DC	Administrative	GS-0301/12

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	of a sensitive nature.				

The senior counsel SL-0905 position targeted under the VERA/VSIP authorities was a new position OGC created soon after a significant environmental incident. The position's original duty station was in Denver, CO, that was changed in late 2016 to Washington, DC. The position responsibilities included special projects such as supporting the agency mission-driven environmental and human health efforts related to the Region 8 Gold King Mine. Given the reduced impacts surrounding the Gold King Mine efforts at this time, this position is no longer high priority or critical to the agency mission. OGC made the decision to eliminate this position. This position is retirement eligible. OGC will offer only the VSIP authority.

OGC's Immediate Office currently employs two executive assistant GS-0301/12 positions of which one position is considered in excess at the GS-12 level. OGC will target two positions under the VERA/VSIP authorities but will offer only one position. In reviewing its administrative support needs in the OGC Immediate Office, OGC determined that the work may be restructured at the GS-11 level. OGC will offer both the VERA and VSIP authority for the one position.

VSIP- and VERA-Specific Information

The one targeted SL-0905 position is retirement eligible. OGC will offer only the VSIP authority.

- Total 0905 General Attorney = 173 // Retirement Eligible = 25 // VERA eligible = 37 // VSIP eligible = 136

OGC is targeting two positions at the GS-0301/12 but only offering one position based on the first to apply. The one position will be eligible for both VERA and VSIP authority. The targeted GS-12 position will be restructured at the GS-11 level.

- Total 301 Miscellaneous Administration and Program = 13 // Retirement Eligible = 4 // VERA eligible = 3 // VSIP eligible = 13

Budget Information

Table A – Direct Costs for VERA/VSIP	
2 of Targeted Positions for VSIP x $25,000	$ 50,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 2 of Targeted Positions}	$ 40,685
Total Maximum Direct Costs	$ 90,685

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$39,738,600	$39,738,600
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		

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D. Post VERA/VSIP Annual Payroll Cost	$39,381,990	$39,381,990
E. Payroll for 1 New Hires	$42,234	$84,468
F. Payroll Savings for 2 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$314,376	$272,142
G. Pre-VERA/VSIP Annual WCF Cost	$1,979,007	$1,979,007
H. Post VERA/VSIP Annual WCF Cost	$1,961,007	$1,961,007
I. WCF for 1 New Hires	$4,500	$9,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$13,500	$9,000
Projected Savings with VERA/VSIP (F + J)	$327,876	$281,142

Assumptions:

A. Payroll based on FY 2017 Op Plan
B. VERA VSIP Payout – assumes payout will occur in FY17
C. Leave Payout Cost – assumes payout will occur in FY17
D. Post VERA VSIP payroll removes cost for a GS-12/6 ($93,008) and SL position $187,000. The positions include a 27% benefits rate
E. New Hire GS-11/1 ($66,510) plus a 27% benefits rate for ½ yr for FY18 and full year cost in FY19
F. No assumption: Calculation
G. Pre VERA/VSIP WCF Cost based on FY 2017 Op Plan authority
H. Post VERA/VSIP WCF cost reduces the Pre-VERA/VSIP cost by $ ($9K per person)
I. WCF new hire assumes WCF cost for ½ year in FY18 and full year in FY19
J. No assumption: Calculation

X. Office of International and Tribal Affairs

Business Case

The Office of International and Tribal Affairs proposes offering VERA and VSIP to GS-13 through GS-15 non-supervisory staff and to a small number of staff in administrative positions to facilitate the consolidation of programs and functions across the organization.

OITA currently has 74 non-temporary employees, the majority of whom are at the GS-13 to GS-15 grade levels. We propose to offer VERA/VSIP buyouts primarily to eligible employees at these grade levels, and will restructure the positions vacated by departing employees. The maximum number of positions eligible will be based upon current staffing levels and anticipated organizational needs, with adjustments to be made in accordance with future restructuring efforts.

OITA seeks to align the work of its international and tribal programs with administration priorities. Because of the administration's focus on fewer high-priority initiatives for international and tribal programs, OITA will need fewer higher-graded employees to serve as program leads. (The reduction in the number of key program areas is more significant in the international programs than in the tribal programs, and OITA is targeting fewer positions in its American Indian Environmental Office, accordingly).

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Although OITA offered VERA/VSIP in 2014, the Office still has GS-13 through GS-15 level employees performing some functions that could be performed by staff at lower grades. As part of the office's efforts to realign its work and consolidate functions, less complex work will be restructured into lower-graded positions, which will facilitate consolidating more complex duties (e.g., policy development, multilateral negotiations, etc.) among the higher-graded staff who remain following the VERA/VSIP process. EPA offers in-house training (e.g., COR certification, IA Project Officer certification, etc.) that can help prepare lower-graded staff to assume some of the less complex duties currently being performed by higher-graded employees.

A reduction in the number of programs and the number of staff should also allow OITA to further consolidate some administrative functions, with slightly fewer staff providing administrative support to the office's programs. (OITA's 2014 VERA/VSIP process saw the departure of a number of key administrative support staff. Although some further consolidation is possible, there are currently fewer opportunities to reduce administrative functions than to collapse program management functions). OITA's current structure is already "flat." The office anticipates no reorganization as a result of VERA/VSIP. Realignments within each of OITA's constituent organizations are more likely, with teams being combined or staff assignments being consolidated.

Tentative areas of workforce reshaping and restructuring include:

- A reduction in the number of formal teams. Staff in OITA's program components are currently divided into a total of nine teams, each of which is headed by a GS-15 Senior Advisor. Combining existing teams will allow us to reduce the need for a number of higher-graded staff.
- A reduction in the number of GS-15s other than Senior Advisors. OITA's international programs currently have three non-supervisory GS-15s serving in positions other than team leaders. Several of these GS-15s support programs that OITA plans to significantly reduce in order to align the office's international priorities with the focus areas identified by the new administration. As the GS-15s who support these programs depart, OITA will restructure the positions to reduce their full promotion potential and to restructure the positions to support new priority programs.
- Realignment of resources across OITA will increase efficiencies in managing assistance agreements and contracts, which should reduce the number of staff needed to administer these vehicles. Some work currently supported by employees at the GS-13, 14, and 15 grade levels – in both the international and tribal programs -- can be reassigned to staff at lower grades.

OITA will target a total of six positions in accordance with the targeted position spreadsheet.

VSIP

VSIP will be offered for each of the six targeted positions, with a maximum of five offers being accepted. If OITA receives and accepts the maximum number of requests, $125,000 will be required for buy-outs.

A number of staff who occupy the targeted positions are already retirement eligible. VSIP will serve as an incentive for these employees to retire from federal service.

VERA

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Nineteen employees in OITA are VERA eligible. The estimate of the total number of employees in the office who are expected to take early retirement is two.

The administration's focus on a smaller number of key international and tribal programs will result in the need for fewer higher-graded employees as program leads. Reductions in major initiatives may necessitate the transfer of up to ten OITA employees to other parts of the agency. OITA may also need to make significant changes to portfolio assignments for up to twenty other employees as a result of rapidly changing focus areas for our programs. OITA seeks VERA authority as one option for alleviating the need to transfer employees.

Budget Information

Office of International and Tribal Affairs
Updated: Friday, June 30, 2017

Table A – Direct Costs for VERA/VSIP – FY 2017	
5 Targeted Positions for VSIP x $25,000	$ 125,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **5** Targeted Positions}	$ 73,000
Total Maximum Direct Costs	**$ 198,000**

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 12,221,150	$ 12,221,150
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 11,414,954	$ 11,414,954
E. Payroll for **5** New Hires	$ 174,542	$ 349,085
F. Payroll Savings for **5** VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 631,654	$ 457,111
G. Pre-VERA/VSIP Annual WCF Cost	$ 552,500	$ 552,500
H. Post VERA/VSIP Annual WCF Cost	$ 516,750	$ 516,750
I. WCF for **5** New Hires	$ 17,875	$ 35,750
J. WCF Savings for **5** VERA/VSIP Targeted Positions (J = G – H – I)	$ 17,875	$ 0
Projected Savings with VERA/VSIP (F + J)	**$ 649,529**	**$ 457,111**

Table B – Estimated Savings Assumptions

Line A	Payroll costs are calculated on OITA's workforce salary and benefits as of May 15 plus projected step increases for remainder of FY 2017. (No COLA projected in FY18 though 1.9% in FY19)
Line B	No additional VERA / VSIPs projected
Line C	No additional Leave Payout Cost projected
Line D	Average G14/S5 [Sal & Ben (27%)] for Targeted Positions

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Line E	Projected on-boarding April 2018; Average G9/S1 [Sal & Ben (27%)] for New Hires
Line H	Projected FY 2018 WCF FTE costs is $7,150/year; no projected increase to per year cost factor
Line I	Projected on-boarding April 2018

XI. Office of Land and Emergency Management

The Office of Land and Emergency Management is requesting approval authority for the use of VERA and VSIP.

OLEM will use these authorities to:

- Reshape its workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with appropriate skill mix through efficiencies and technology;
- Streamline OLEM's national workforce by reducing and reshaping the current top-heavy GS-13/14/15 grade structure to create opportunities for recruiting at lower grade levels for alignment with the agency's highest priorities;
- Restructure existing staff layers to improve organizational productivity while reducing the staffing and associated payroll costs;
- Review and evaluate all programs to take advantage of efficiencies by streamlining and centralizing functions, reducing administrative and programmatic redundancies, and consolidating program mission areas into Centers of Excellence;
- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and create hiring opportunities to correct significant competency gaps by creating a number of vacancies at lower grades (GS-7/9/11) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization.

OLEM currently employs 494 permanent employees. Of these, 112 are eligible for voluntary retirement, 134 are eligible for early retirement, and 451 are eligible for voluntary separation payments. OLEM plans to target 219 positions with a maximum of 94 offers. Both the VERA and VSIP opportunities will be offered to staff in targeted series in OLEM. The estimated number of employees expected to take early retirement is 24 employees (25%). Because OLEM will be restructuring and not eliminating positions, we expect to rehire approximately 94 positions.

OLEM manages the agency's programs for hazardous waste and underground storage tank management, contaminated site cleanup including federal facilities, Brownfields redevelopment, and accidental releases from oil and chemical facilities.

Under the Resource Conservation and Recovery Act, the Office of Resource Conservation and Recovery is primarily responsible for implementing EPA's resource conservation, recovery and waste management goals. ORCR's principal responsibility is to build a national waste management program, implemented through EPA regional offices and state programs. OLEM plans to reshape and realign its waste management program to create a more efficient national program in two areas:

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(1) More efficient oversight of mature state implemented RCRA Subtitle C Permitting, Corrective Action, PCBs and other state implemented programs.

Most states and territories are authorized to implement both the RCRA Hazardous Waste Permitting and Corrective Action programs. In many cases, the states oversee much of the Permitting and CA work through work sharing agreements with EPA. Today there are more efficient approaches to achieve effective program oversight. Through the use of technology, information, and collaborative problem solving, effective oversight can be achieved with fewer personnel resources.

(2) To offset resource reductions in prior years, efficiencies have been gained across the RCRA program due the implementation of a variety of LEAN efforts. These process improvements distill practical lessons learned and experiences contributed by federal, state, and regulated community representatives involved with many aspects of the federal hazardous waste program.

The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.
Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.
Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

The site characterization phase determines the nature and extent of contamination at the site, tests whether certain technologies are capable of treating the contamination, and evaluates the cost and performance of technologies to clean up the site. EPA begins its outreach and community involvement efforts concurrently with the site characterization phase as well as during the response decision process. Community Involvement Coordinators (CIC) work with community members throughout the cleanup process. On-Scene Coordinators and Remedial Project Managers also have significant roles along with input from hydrogeologists, toxicologists and ecological risk assessors and grants/project officers that administer cooperative agreements to states for their participation in the process.

OLEM proposes prioritizing cleanup work based on reducing risk and other factors at sites, including but not limited to sites that are good candidates for reuse. Therefore, we will continue to implement all phases of the response program to find future high risk/high redevelopment potential projects to add to the National Priorities List or to conduct removal actions. This will require careful allocation of resources to the completion of the other phases of the process, such as Record of Decision, and Remedial Design and Remedial Actions to achieve completion of site cleanups through fund-lead or enforcement-lead work. This may reduce the need for technical positions as well as administrative staff and will lead to program efficiencies and/or streamlined program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

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Budget Information

Office of Land and Emergency Management
(June 30, 2017 updated VERA/VSIP Tables)

Table A – Direct Costs for VERA/VSIP	
94 of Targeted Positions for VSIP x $25,000 *(94 offers)*	$2,350,000
Annual Leave Pay Out for 94 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 94 of Targeted Positions} *(Assumptions: 94 offers at an hourly rate of a GS-13/5 (DC locality) + 15% benefit [does not include health benefits])*	$1,335,597
Total Maximum Direct Costs	$3,685,597

Table B – Estimated Savings for FY 2018 through FY 2019 (assumptions list below)		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$82,712,000	$82,712,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$69,583,443	$69,583,443
E. Payroll for # New Hires	$3,358,789	$6,717,578
F. Payroll Savings for 94 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,769,768	$6,410,979
G. Pre-VERA/VSIP Annual WCF Cost	$15,702,000	$15,702,000
H. Post VERA/VSIP Annual WCF Cost	$15,044,000	$15,044,000
I. WCF for # New Hires	$329,000	$658,000
J. WCF Savings for 94 VERA/VSIP Targeted Positions (J = G – H – I)	$329,000	$0
Projected Savings with VERA/VSIP (F + J)	$10,098,768	$6,410,979

Assumptions for Table B
A: FY18 & assume FY 2017 Enacted Payroll for OLEM HQ (to allow for comparison)
B: '18 & '19 $0 as per instructions
C: '18 & '19 $0 as per instructions
D: '18 & '19 assumes savings of $13,128,557 (94 offers at GS-13/5 DC locality + 30% benefits costs)
E: '18 assumes 94 rehires at the GS-9/1 DC locality + 30% benefits for ½ year
'19 assumes all 94 are on board for full year (other assumptions the same)
F: '18 & '19 applies formula
G: '18 & '19 assume FY 17 WCF BOC 38 for OLEM HQ (total)
H: '18 & '19 assumes 94 offers leave at $7000/offer
I: '18 assumes 94 new hires at ½ year at $7000/hire

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'19 assumes 94 new hires at full year at $7000/hire
J: '18 & '19 applies formula
Total savings = formula

XII. Office of Research and Development

The Office of Research and Development plans to reshape its workforce to place a greater focus on the science supporting the Administrator's priorities of (1) supporting core drinking water/clean water infrastructure projects; (2) implementing TSCA reform: (3) bringing about measurable changes in communities with Superfund sites; and (4) attaining the air quality standards. Our plan is to accomplish this through the restructuring of our workforce by consolidating our Las Vegas workforce to other ORD locations, bringing our supervisor-to-staff ratio in line with agency standards, and reducing the number of highly graded, non-supervisory staff position.

Restructured positions will allow ORD the opportunity to maintain its core post-doctoral program that provides technical expertise in cutting-edge scientific areas supporting the agency's priorities, as well as to create vacancies to recruit staff at the entry level with the skill sets needed to support our core functions. Additionally, reducing the number of employees at our LV facility will allow us to reduce the footprint in leased space, eventually allowing us to reallocate those funds to other high priority initiatives.

ORD plans to use the VERA, in conjunction with the VSIP, as an incentive to implement these restructuring strategies. ORD historically has a low attrition rate, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. Together, these two authorities provide the most favorable opportunity for the organization to meet its goals while offering an attractive incentive for eligible employees to elect to leave the organization.

VSIP will be offered to a maximum of 183 employees with an estimated 55 (or 30%) accepting the offer. These offers will be made to retirement or early out (VERA) eligible employees located in LV, Nevada; eligible employees who are non-supervisors at the GS-14 and above grade level (to include SES, ST, SL); and eligible supervisors with <5 employees. ORD's labs, centers, and offices are all unique in how they support the priorities of the agency. Each will handle restructuring under the three scenarios slightly different based on their current staffing needs, mainly through a variance in the maximum offers by geographic location, series, and grade. Our attached template takes those considerations into account and includes numbers based on the LCO specific requests. ORD will not have any changes to its organizational chart as a result of these offers.

ORD currently has 1564 non-temporary employees. Of those, 322 employees are eligible for early retirement. VERA will be offered to 66 of the non-temporary employees in ORD. The estimate of the total number of employees in ORD who are expected to take early retirement is 13 (20%). ORD does not anticipate any involuntary separations, downgrades or transfers as a result of this restructuring. It is anticipated that it will be necessary to implement a limited number of details and reassignments as a result of the VERA in order to continue our restructuring/reshaping process. We anticipate some reassignments specifically associated with our goal to increase the supervisor/staff ratio in ORD. VERA will help us move toward that goal. Additionally, a reduction in the number of high graded non-supervisors as a result of this VERA will allow ORD to bring in new, lower graded employees with

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skills to take on work to support the agency's core functions, as well as continue our focus on our post doc program. Please see the targeted position spreadsheet for detailed information for each job series.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Maximum Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	183 x $25,000 = $ 4,575,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 3,030,480
Total Maximum Direct Costs	$ 7,605,480

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$265,438,372	$265,438,372
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$231,738,922	$231,738,922
E. Payroll for # New Hires	$5,468,112	$10,936,224
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$28,231,338	$22,763,226
G. Pre-VERA/VSIP Annual WCF Cost	$10,560,825	$10,560,825
H. Post VERA/VSIP Annual WCF Cost	$9,412,500	$9,412,500
I. WCF for # New Hires	$661,342	$588,846
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$486,983	$559,479
Projected Savings with VERA/VSIP (F + J)	$28,718,321	$23,322,705

Budget assumptions:
Table A:
 # Targeted x 25,000: Assumes max (cap) of 183 accept $25K each for a total of $4.575M
Annual Leave Pay Out: The average hourly rate for the targeted pool is $69 x 183 max (cap) x 240 hours = $3,030,480

Table B:
A: Amounts of PC&B for ORD as of FY17
B: Assumes that no VERA/VSIP payout will take place in FY18 or FY19.
C: Assumes that no leave payout will take place in FY18 or FY19.
D: Amounts of PC&B estimated for cap of 183 leaving with $145,000 average salary and 27% benefits % of PC&B estimate across EPA, so (Line A) - (183 X $145,000 X 127%) = $231,728,922 for FY18 and the same for FY19.

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E: We estimate 92 new hires at an average hourly rate of $45/hour, with 27% benefits. We assume the new hires work half the year for FY18 and all FY19, so, (92 X $45 X 2080 X 127% X 50%) = $5,468,112 for FY18, and double or $10,936,224 FY19.
G: The $6275 WCF cost/year/person for FY17 for ORD FTE times 1683 FTE FY18/FY19 is: (1683 X $6275) = $10,560,825.
H: $6275 WCF cost/year/person for FY17. Assuming 183 depart, (Line G) - ($6275 X 183) = $9,412,500 FY18/FY19.
I: $6275 WCF cost/year/person for FY17. Additional one-time background check costs are $4051/employee. For 92 new hires, working a half year in FY18 and all FY19, cost is ($6275 X 50% X 92) + ($4051 X 92) = $661,342 for FY18 and ($6275 X 92) = $559,479 for FY19.

XIII. Office of Water

The Office of Water (OW – Washington, DC and Cincinnati, OH) will use the VERA and VSIP authorities to:

- Reduce and rebalance our current grade structure by reducing GS-13s and GS-14s, non-supervisory GS-15s, and supervisory and non-supervisory SLs to adjust skill and grade levels.
- Restructure our programmatic and administrative positions to refresh skill sets to address modern and ever-changing technologies, enhance collaboration and coordination, and deal with increasingly complex technical and scientific challenges.
- Reshape current workforce to correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities in current and potentially different series to create a higher-performing organization.
- Assess on an ongoing basis our position management structure and make future changes based on staff attrition and changing technology.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

The office will reassign the most complex work (i.e., GS-13 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. This will allow us to recruit at the entry-level for positions working on program and technical issues that require the integration of multimedia approaches and new technology skills to more efficiently and effectively implement program objectives. Other positions, to the extent feasible and practical, will be restructured through the transfer and retraining of staff with outdated skill sets or staff that are currently focused on work activities that will not be emphasized in the future.

How VSIP will be used in conjunction with VERA

OW will use the VERA authority to increase the number of positions in the targeted job series who would be eligible to accept a VSIP offer, if they were allowed to retire early. Currently, there are 85 targeted positions that are eligible for voluntary (optional) retirement and eligible to accept a VSIP offer without VERA approval. The number of VERA employees eligible for a VSIP is 67 so by adding VERA, the number of targeted positions who are eligible to accept a VSIP offer increases to 152 and improves the probability of reaching the OW goal to realign resources. Additionally, by adding employees who are eligible for VSIP only (239) and not eligible for voluntary or early retirement, it increases our number of positions in targeted job series to 391. OW will make VERA and VSIP offers

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simultaneously to all employees in targeted positions during the same offer period. A total of 30 VSIP offers will be approved and the combined use of VERA authority along with the VSIP offers will increase the odds of OW reaching the goals of restructuring and reshaping the workforce. OW will approve up to 30 VSIPs, each up to the maximum of $25,000 or the amount of severance pay to which an employee is entitled (whichever is less).

VERA-Specific Information

Number of non-temporary employees in OW undergoing change	391
Number of non-temporary employees in OW who may be involuntarily separated, downgraded, transferred, or reassigned as a result of the situation	5
Number of employees in OW who are eligible for early retirement (excluding employees eligible for optional retirement)	67
The estimate of the total number of employees in OW who are expected to take early retirement is:	5

The actions listed below provide a description of the types of personnel actions anticipated as a result of OW's need for voluntary early retirement authority:

- Directed Reassignments
- Details
- Voluntary Separations
- Abolish or Reclassify Positions
- Voluntary Retirements
- Internal and External Recruitments

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
Annual Leave Pay Out for 30 targeted positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions}	$470,098
Total Maximum Direct Costs	$1,220,098

1) Annual Leave payout is calculated based on the average grade and step for the target pool:
   - Hourly salary of an SL employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $84.76 x 240 = $20,342 x 1 = $20,342
   - Hourly salary of a GS15, Step 7 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $75.77 x 240 = $18,185 x 11 = $200,033
   - Hourly salary of a GS14, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $62.62 x 240 = $15,029 x 9 = $135,261
   - Hourly salary of a GS13, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $52.99 x 240 = $12,718 x 9 = $114,462
   - The total leave payout is the sum of $20,342 + $200,033 + $135,261 + $114,462 = $470,098
2) The total maximum direct cost is the sum of $750,000 + $470,098 = $1,220,098

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Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$92,832,000	$92,832,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost (pre-VERA/VSIP payroll cost- payroll for 30 targeted positions)	$87,314,227	$87,314,227
E. Payroll for 15 New Hires (assumes 15 FTEs external to OW by mid-year in FY18)	$634,473	$1,268,946
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,883,300	$4,248,827
G. Pre-VERA/VSIP Annual WCF Cost	$5,914,224	$5,914,224
H. Post VERA/VSIP Annual WCF Cost	$5,619,984	$5,619,984
I. WCF for 15 New Hires (assumes half of WCF costs for FY18; full WCF for FY19)	$73,560	$147,120
J. WCF Savings for 30 VERA/VSIP Targeted Positions (J = G – H – I)	$220,680	$147,120
Projected Savings with VERA/VSIP (F + J)	$5,103,980	$4,395,947

A. Pre VERA/VSIP costs are based on the 2017 Opplan payroll.

B and C. Employees will be required to separate by the end of Fiscal Year 2017 so there are no anticipated VERA/VSIP costs or payroll associated with FY18 or FY19.

D. Post VERA/VSIP annual payroll is pre-VERA/VSIP payroll minus the payroll costs for 30 targeted positions. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits. This total is multiplied by the number of VERA/VSIPs offered.

SL $176,303 x 1 = $176,303

GS 15/7 $158,123 x 11 = $1,739,353

GS 14/6 $130,692 x 9 = $1,176,228

GS 13/6 $110,595 x 9 = $995,355

Total payroll costs for targeted VERA/VSIP positions = $4,087,239 + 35% = $5,517,773

Post VERA/VSIP annual payroll = $92,832,000- $5,517,773 = $87,314,227

E. Assumes new hires will be on board for half of FY18 and the entirety of FY19. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits.

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GS 9/1 $54,972 x 5 = $274,860 x .5 = $137,430

GS 11/1 $66,510 x10 = $665,100 x .5 = $332,550

E (FY19). $274,860 + $665,100 = $939,960 + .35 = $1,268,946

E (FY18). $939,960 x .5 = $469,980 + .35 = $634,473

F (FY18) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $634,473 = $4,883,300

F (FY19) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $1,268,946 = $4,248,827

G. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access.

$9,808 x 603 on-boards = $5,914,224

H. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access, times the targeted number of VERA/VSIP positions. Total Working capital fund costs – VERA/VSIP savings.

$9,808 x 30 = $294,240
$5,914,224- $294,240 = $5,619,984

I. Working Capital Fund costs assume new hires will be on board for half of FY18 and the entirety of FY19.

(FY18). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access. Cost for 6 months is $4,904. $4,904 x 15 = $73,560

I (FY19). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access, times the targeted new hires. $9,808 x 15 = $147,120

J (FY18) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $73,560 = $220,680

J (FY19) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $147,120 = $147,120

FY18 Projected Savings with VERA/VSIP. $4,883,300 + $220,680 = $5,103,980

FY19 Projected Savings with VERA/VSIP. $4,248,827 + $147,120 = $4,395,947

XIV. Region 1

Business Case

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Region 1 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts/goals in three areas: consolidate/reduce administrative support; reduce/restructure highly graded positions; and restructure positions to focus on technical and programmatic priorities and core business functions.

Region 1 employs 567 non-term employees. Currently, 137 (24%) of our workforce is eligible for a Regular Retirement, and 201 (36%) of our workforce is eligible for an Early Retirement. While we have made good progress in shaping a workforce to meet our mission's objectives, the region's continued low attrition ranging from 3% to 4% per year has slowed our efforts to restructure the workforce and achieve efficiencies. Using a strategic but narrow approach to identifying eligible positions in each Division, we believe that VERA/VSIP can accelerate our workforce restructuring goals. Region 1 senior leaders have determined that offering VSIP in conjunction with VERA will increase our ability to meet these goals.

Region 1 will offer a total of 36 VERA/VSIP opportunities to 112 positions which are eligible for either a Regular Retirement or an Early Retirement. Region 1 will not be offering VSIP to employees not currently eligible for Regular Retirement or an Early Retirement, as management has determined, with our narrow approach, the skill sets and positions established are needed to support mission objectives. The estimate of total number of employees in the region to take an early retirement is seven.

Administrative and Support Functions: As the region adopts new technologies, employs Lean principles to our operations, and centralizes certain functions, our administrative and support needs continue to change. In the case of the VERA/VSIP opportunities offered to administrative and support functions, the remaining work will be pooled or absorbed with existing positions, or restructured into lower graded, part-time positions.

Region 1 will offer a maximum of 5 VERA/VSIP opportunities to 9 individuals/positions in the Boston, Massachusetts location.

Reduce and/or Restructure Highly Graded Positions: Region 1 plans to reduce the number of high graded technical experts and senior policy advisors to better reflect the current priority work. For emerging priority needs, the region will work with our SSC to restructure technical expert positions and senior policy advisors consistent with classification standards used across the agency. In instances where the position is eliminated, remaining work will be redistributed to grade appropriate positions, or the position may be reclassified at a lower grade level and considered for reassignment. To support a greater balance of grade levels across the region we may consider entry-level hiring for positions needing new skill sets or expertise not readily available within the region.

Region 1 will offer a maximum of 12 VERA/VSIP opportunities to 27 individuals/positions: 3 VERA/VSIP opportunities to employees in Chelmsford, MA; and 9 VERA/VSIP opportunities to employees in Boston, Massachusetts location.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

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Table A – Direct Costs for VERA/VSIP	
36 of Targeted Positions for VSIP x $25,000	$ 900,000
Annual Leave Pay Out for 36 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 320 x # of Targeted Positions}	$ 665,219
Total Maximum Direct Costs	$ 1,565,219

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$86,525,000	$86,525,000
B. VERA/ VSIP Payout Cost	0	
C. Leave Payout Cost	0	
D. Post VERA/VSIP Annual Payroll Cost	$80,953,776	$80,953,776
E. Payroll for # New Hires	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,571,224	$5,571,224
G. Pre-VERA/VSIP Annual WCF Cost	$2,774,000	$2,774,000
H. Post VERA/VSIP Annual WCF Cost	$2,630,000	$2,630,000
I. WCF for # New Hires	0	0
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 144,000	$ 144,000
Projected Savings with VERA/VSIP (F + J)	$5,715,224	$5,715,224

Table A:
Assumed maximum carryover and leave to date of calculation and assumed some used average 320 annual leave hours times hourly rate at step 10 of grade

Table B:
A: This is the Annual Payroll Cost per Bas v. 1 for Region 1
D. Assumed the Step 10 for each grade level targeted
I. No planned external hires as a result of VERA/VSIP restructured positions. Internal hires will be used. Have factored in Annual Payroll Costs in line A.
J. Annual WCF costs $ 4,000 per position

XV. Region 2

Business Case

Region 2 proposes to extend a maximum of 30 VERA/VSIP offers, up to 27 to employees with a New York, NY duty station and up to three to employees with an Edison, NJ duty station. These fall into three of the six major themes identified by the agency. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

- Consolidate and streamline functions/activities/reduce number of programs.

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- Restructure or reduce highly-graded supervisory or non-supervisory positions.
- Consolidate or Reduce Administrative or Support Functions.

The estimated number of employees expected to take early retirement is eight to 10. This assumes that 1) a majority but not all of slots will be taken; and 2) employees eligible for regular retirement will have service computation dates that have the effect of precluding some offers to less senior VERA-eligible applicants. Region 2 intends for employees in targeted positions to be included in the offer pool regardless of whether they are eligible for VSIP and regular retirement, VERA/VSIP, or VSIP only.

Absent a VERA/VSIP, we would anticipate no involuntary actions of an adverse nature; some employees would need to be reassigned. We do not anticipate undertaking a reorganization following the implementation of this VERA/VSIP proposal. Therefore, we are providing a single set of organization charts. The theme-based paragraphs above convey a sense of how the region would operate with certain positions eliminated and others filled at lower grades, different series, or with a different set of programmatic responsibilities. We anticipate that personnel actions as a result of VERA/VSIP implementation would include a modest number of reassignments, details, and merit promotions. We may also proceed with external hires at the entry level based on feasibility and degree of need.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

Notes:

* Annual leave payouts based on an average hourly rate of $52.805 and 320 hours of leave for each employee who takes the VV.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	***FY 2019 Estimate***
A. Pre-VERA/VSIP Annual Payroll Cost	$ 121,683,000	$ 121,683,000
B. VERA/ VSIP Payout Cost	$ -	$ -
C. Leave Payout Cost	$ -	$ -

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D. Post VERA/VSIP Annual Payroll Cost	$ 117,207,977	$ 117,207,977
E. Payroll for 15 New Hires	$ 577,588	$ 1,155,177
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 3,897,435	$ 3,319,846
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,887,000	$ 3,887,000
H. Post VERA/VSIP Annual WCF Cost	$ 3,767,000	$ 3,767,000
I. WCF for 15 New Hires	$ 30,000	$ 60,000
J. WCF Savings for 15 VERA/VSIP Targeted Positions (J = G – H – I)	$ 90,000	$ 60,000
Projected Savings with VERA/VSIP (F + J)	$ 3,987,435	$ 3,379,846

Notes:

A. 2018 Pre-VV Annual Payroll Cost based on current FY 2017 payroll costs.
B. VV payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. Leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Projected payroll costs based on current FY 17 salaries.
E. Payroll for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.
G. For WCF savings and hires, $4,000 used per position.
H. For WCF savings and hires, $4,000 used per position.
I. WCF for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.

XVI. Region 3

Business Case

Region 3 is requesting VERA/VSIP authority to increase its flexibility in implementing efficiency measures by eliminating positions, restructuring positions and reassigning staff to priority programs. The region is currently at FTE ceiling. The current attrition rate of 3-4% annually, would not allow the region to pursue the efficiency measures without VERA/VSIP incentives. To achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. Future reorganizations would be based on outcomes from new initiatives and policy directions and the response to VERA/VSIP. The region is proposing the following actions to increase efficiency and effectiveness of agency programs and regional operations:

1. **Delayering.**

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On average, the supervisor to staff ratio in the region is 1:8. The ratios vary widely by Divisions and there are opportunities to reorganize functions in order eliminate supervisory positions and decrease supervisory layers. In addition, an increased focus on scientific positions has reduced the need for Supervisory Environmental Protection Specialists.

2. **Consolidate or reduce administrative functions.**

Improvements in technology and decreased dependence on paper has made many traditional administrative and clerical functions obsolete. By offering VERA/VSIP to all grades in the administrative and clerical series, these support functions can be consolidated.

3. **Restructure and reduce highly graded supervisory and non-supervisory positions.**

The region has over 85 non-supervisory GS-14/15 positions. Offering VERA/VSIP to all eligible staff in this population will help reduce the number of GS-14 and 15 employees. Remaining non-supervisory GS-14/15s can be reassigned to vacated supervisory positions where suitable.

Forty percent of the region is a GS-13. While there is a need to maintain higher graded staff to provide leadership and subject matter expertise to programs, the region is weighted heavily in higher grades. Through attrition gained by VERA/VSIP, the region will restructure functions and reassign work to the existing positions. The region has over 100 interdisciplinary scientists at the GS-07/09/11/12 level who can be reassigned to new functions to fill critical areas. These entry level staff will benefit from cross training early in their career and build the capability of the next generation of agency leaders. The region does not anticipate filling any of the positions with external candidates, though there may be opportunities for reassignments and merit promotion actions within the existing workforce.

4. **Restructure to focus on core business functions.**

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. These functions are filled by staff in a range of positions, series and grades. By offering VERA/VSIP widely, staff remaining in these functions can be shifted to new program requirements.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
159 of Targeted Positions for VSIP x $25,000	$ 3,975,000
Annual Leave Pay Out for 159 of Targeted Positions for VERA, Optional Retirement or Resignation {$51.65 based on the GS-13/6 of the targeted pool x 240 x 159 of Targeted Positions}	$ 1,970,964
Total Maximum Direct Costs	$ 5,945,964

Table B – Estimated Savings for FY 2018 through FY 2019

	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$112,875,000	$112,875,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	$95,737,344	$95,737,344
E. Payroll for 0 New Hires	0	0
F. Payroll Savings for 159 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$17,137,656	$17,137,656
G. Pre-VERA/VSIP Annual WCF Cost	$4,196,547	$4,196,547
H. Post VERA/VSIP Annual WCF Cost	$3,343,830	$3,343,830
I. WCF for 0 New Hires	0	0
J. WCF Savings for 159 VERA/VSIP Targeted Positions (J = G – H – I)	$852,717	$852,717
Projected Savings with VERA/VSIP (F + J)	$17,990,373	$17,990,373

Footnotes

1. Table A – Hourly rate ($51.65) of a GS-13/6 X 240 X 159 (# of targeted positions)
2. Table B – Row D – Yearly salary ($107,784) of a GS-13/6 x 159 = $17,137,656 subtracted from $112,625,000
3. Table B – Row G - $5,363/per person X 782.5 FTE
4. Table B- Row J - $5,363 X 159 = $852,717

XVII. Region 4

Business Case

As Region 4 continues to acquire the skills needed to perform current and emerging technical, analytical and programmatic work of the organization, we will need skill sets that are multidisciplinary, highly analytical, creative, and flexible. Building on our FY 2014 VERA/VSIP efforts in restructuring the workforce to create a higher-performing organization, we will utilize these authorities to continue to focus on optimizing our workforce in support of the agency's and region's mission critical priorities. The VERA and VSIP authorities will allow region 4 to continue to garner efficiencies and better serve customers. Region 4 will align grade levels and restructure the workforce to recruit new skills and competencies in support of evolving agency needs and mission critical core programs; and, meet technical, operational, financial, and programmatic challenges facing the organization. This will include providing training and assistance to our state counterparts and addressing critical infrastructure needs within the region, in addition to, increasing the number of employees trained and working in core program areas (i.e., biological sciences, environmental engineering, physical sciences, and project management) while reducing certain administrative/clerical series and other functions related to non-core program work.

Region 4 will reduce positions which are obsolete and/or do not provide optimum flexibility in staffing environmental programs, technical, mission support, information and operations positions. Readjusting priorities, we will have the opportunity to recruit skills to meet emerging technical and programmatic needs. In consolidating position functions into other technical positions, we will improve flexibility and

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increase efficiency of core mission functions. We will reshape the workforce where the demand for specific skills is no longer there, place expertise in needed areas; and, recruit at lower grades where gaps are identified.

Region 4 has been a leader in working with state and private partners to develop tools to increase the capacity of state and local governments to adopt and implement more efficient policies, practices and incentives. In continuing cooperative federalism, we intend to take advantage of the efficiencies created by those tools, including technology, information and collaborative problem solving. Our partnership with states and tribes will allow us to focus efforts to realign resources, streamline and merge functions across the organization, reduce redundancies and subsequently strengthen our support of state and tribal functions.

Region 4 continues to evaluate opportunities for consolidation or realigning resources for compliance and enforcement activities. The region has identified opportunities to achieve near term workforce reductions to achieve a more efficient and focused enforcement and compliance program.
Region 4 will capitalize on workforce reductions to create more efficiencies by aligning with the agency's strategic direction and support efforts to manage shortfalls in extramural funding experienced over the past few years. Priorities will be realigned with personnel focusing efforts on addressing high risk sites and on economic redevelopment possibilities. The region will continue to reallocate resources to achieve completion of site clean ups through fund lead or enforcement lead work. As a result, it is anticipated that the efforts will lead to program efficiencies and further streamline program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals.

As positions are vacated, Region 4 will review to determine appropriate restructuring. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels, and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties and grade level(s) appropriate for the scope of work performed. In some cases, the duties of a vacated position may be reassigned to another position.

The aforementioned efforts will facilitate strategic workforce planning to ensure mission critical positions are filled and hiring priorities are adjusted to correct any anticipated significant competency gaps within the organization.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP – Region 4	
25 of Targeted Positions for VSIP x $25,000	$ 625,000
Annual Leave Pay Out for **25** of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **25** of Targeted Positions}	$ 284,114

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Total Maximum Direct Costs	$909,114

Table B – Estimated Savings for FY 2018 through FY 2019 – Region 4		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$130,535,000	$130,535,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,935,000	$126,935,000
E. Payroll for **15** New Hires	$1,087,500	$2,175,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,512,500	$1,425,000
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,946,500	$3,946,500
I. WCF for **15** New Hires	$33,750	$67,500
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$78,750	$45,000
Projected Savings with VERA/VSIP (F + J)	$2,591,250	$1,470,000

Table A
Calculation based the 25 particular targeted positions' grade level @step-5 hourly rate.

Table B
Row A: Annual payroll cost (2017 Operating Plan Payroll – Pre-VERA/VSIP)
Row B: Assumes VERA/VSIP payout takes place in FY17 and no impact to FY18 or FY19.
Row C: Assumes Leave Payout takes place in FY17 and no impact FY18 or FY19.
Row D: Annual payroll cost less cost for 25 targeted positions @$144K each ($130,535,000-$3.600,000).
Row E: Assumes 15 external hires to R4 @$145k each (FY18-50% and FY19-100%).
Row G: WCF cost/regional employee. ($4500 per employee)
Row H: Assumes WCF on-board cost minus 25 targeted positions. ($4500 per position)
Row I: Assumes $4,500 @15 new hires (FY18-50% and FY19-100%).

XVIII. Region 5

Business Case

Both the VERA and VSIP opportunities will be offered to a maximum of 79 employees in targeted occupations, and grade levels located within EPA Region 5. Region 5 will target 182 positions and a maximum of 79 offers will be made. Decisions on who receives VERA and VSIP will be prioritized based upon the employee's permanent official position of record, occupational series, and grade level.

Our shifting mission requirements and need for efficiencies require the region to reduce, rebalance, and restructure our workforce in a manner not possible through current attrition rates, which have averaged about 4%, without the use of VERA/VSIP. Region 5 is seeking VERA/VSIP authority to focus on

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ensuring that critical positions and job series are maintained and occupied with employees with the appropriate skills to meet our mission. Opportunities to gain efficiencies through consolidation and restructuring to increase the staff to supervisory ratio while rebalancing the top-heavy specialist positions into entry-level generalist positions are described in detail below.

Information Required for VERA and VSIP Requests

As part of our planning process, we reviewed our workforce demographics to determine the number of positions, occupations, and grade levels to be considered for workforce reshaping to accommodate shifting priorities in the agency and within the region. In addition to targeting positions that will be eliminated, we plan to use VERA and VSIP to target organizations and/or job series that could provide efficiency opportunities by moving to broader scientist/engineer series by restructuring higher graded specialist positions. This should provide for flexibility in the workforce regardless of budget constraints. We plan to reduce and restructure our workforce through a multi-pronged approach of consolidating duties, reducing branches and sections within most divisions/offices, and addressing the changing nature of workforce skill requirements.

Region 5 has a substantial number of employees eligible for optional retirement and an even higher number of VERA-eligible employees. However, given our low attrition rate and the fact that many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility, we are requesting authority to offer VERA with VSIP to supplement our number in order to reach our goal of 79 voluntary separations.

Offering VERA with VSIP is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and gain the skillsets needed to meet current and future mission needs.

VERA Specific Information

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Region 5 employs 1,075 permanent employees. There are 244 employees currently eligible for retirement, with an additional 42 becoming eligible by the end for this calendar year. There are 278 employees eligible for VERA under the plan, with an additional 3 becoming eligible by the end of the calendar year. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is nine (9).

As a result of the agency's need for VERA, Region 5 anticipates the following personnel actions may be necessary:

- Directed reassignments
- Details
- Temporary promotions
- Voluntary separations
- Abolish and/or reclassify positions

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

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Table A – Direct Costs for VERA/VSIP	
79 of Targeted Positions for VSIP x $25,000	$ 1,975,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 79 of Targeted Positions}	$ 939,658
Total Maximum Direct Costs	$ 2,914,658

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$145,857,958	$145,857,958
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$135,515,460	$135,515,460
E. Payroll for 71 New Hires	$2,368,330	$4,736,659
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$7,974,168	$5,605,839
G. Pre-VERA/VSIP Annual WCF Cost	$5,295,000	$5,295,000
H. Post VERA/VSIP Annual WCF Cost	$4,979,000	$4,979,000
I. WCF for 71 New Hires	$142,000	$284,000
J. WCF Savings for 79 VERA/VSIP Targeted Positions (J = G – H – I)	$174,000	$32,000
Projected Savings with VERA/VSIP (F + J)	$8,148,168	$5,637,839

Table A
Used average hourly rate of $49.56 for a GS12 step 10.

Table B
A: Base cost from latest pay period posted (2017 PP20) projected for 26 pay periods with 27% added for benefits ($4,417,261 x 26 x 127%).
B: $0 per guidance
C: $0 per guidance
D: Row A minus annual payroll cost of 79 targeted positions ($49.56 x 127% x 2080 Hours x 79).
E: New outside hires at lower pay (GS 9 step 1) for restructured positions using $26.29 per hour including 22% for benefits ($26.29 x 2080 x 122% x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.
G: WCF amount pulled from BAS v4.0 2017 Enacted Operating Plan
H: Row G minus annual WCF cost of 79 targeted positions ($4,000 x 79).
I: New outside hires for restructured positions using annual WCF cost of $4,000 per FTE ($4,000 x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.

XIX. Region 6

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Business Case

Region 6 proposes a broad VERA/VSIP offering to over 200 of our current on-board employees in anticipation of a restructuring of organizational components, consolidation of functions, and delayering of management to achieve both near-term workforce reductions and to establish a more efficient organization better aligned to accomplish the agency's strategic direction. Region 6 identified 147 maximum offers that will be made under the VERA/VSIP program, and will extend those offers to employees in all job series and grades within targeted levels, consistent with our goal of fully utilizing the VERA/VSIP programs to reshape our organization. Region 6 is proposing the following actions to increase efficiency and effectiveness of agency core environmental programs and regional operations:

1. Delayering.

Region 6 has identified opportunities to organize our functions and organizations in order to eliminate supervisory positions and decrease supervisory layers. Organizational options to delayer our organization will be identified at the completion of the VERA/VSIP program when a better understanding of vacated positions is known. Therefore, future organizational charts will not be submitted at this time.

2. Consolidate or reduce administrative functions.

As a result of Region 6's use of technology improvements, online collaborative tools and decreased dependence on paper, many traditional administrative and clerical functions are becoming obsolete. By offering VERA/VSIP program to all grades in the administrative and clerical series, these support functions can be more efficient through consolidation and savings can be focused on priority work.

3. Restructure and reduce highly graded supervisory and non-supervisory positions.

Region 6 has identified opportunities to utilize the VERA/VSIP program to restructure and reduce many of our highly graded positions in the region. Approximately 47% percent of the region's employees are GS-13. Region 6 has 86 non-supervisory GS-14/15 positions including attorneys. Ten of these non-supervisory attorney positions have been identified as safe positions associated with priority work. Offering the VERA/VSIP program to all eligible staff in this population will help reduce the number of GS-14 and 15 employees, allow us to improve the distribution of work and reinvest savings in priority program areas.

4. Restructure to focus on core business functions.

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to align our organization and workforce with priority work. These functions are filled by staff in a range of positions, series and grades. By offering the VERA/VSIP program broadly, Region 6 will be able to both direct employees toward new program requirements and invest savings to priority program areas.

5. Restructure to focus on STEM/programmatic priorities

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Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to focus on core scientific requirements and programmatic priorities necessary to accomplish the agency's mission. Region 6 intends to focus on STEM disciplines to better align our workforce with the agency priorities related to essential technical work and invest savings in these areas.

6. Consolidate and streamline functions/activities/reduce number of programs

Region 6 has identified opportunities to utilize the VERA/VSIP program to generate savings through consolidation and streamlining our work. By offering the VERA/VSIP program, Region 6 will be able to realize gains in efficiencies, improve integration with state and tribal partners, and invest savings to priority program areas.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step – this is a GS-13 step 10 for Region 6) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP (147) x $25,000	$3,675,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	147x$56.96x240 = $2,009,549
Total Maximum Direct Costs	$5,684,549

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$107,218,000	$107,218,000
B. VERA/ VSIP Payout Cost	-0-	-0-
C. Leave Payout Cost	-0-	-0-
D. Post VERA/VSIP Annual Payroll Cost	$85,832,271	$85,832,271
E. Payroll for # New Hires (127 in FY 18 GS-9 step 1)	$3,356,152	$6,712,305
F. Payroll Savings for # VERA/VSIP Targeted Positions	$18,029,577	$14,673,424
G. Pre-VERA/VSIP Annual WCF Cost	$4,157,417	$4,157,417
H. Post VERA/VSIP Annual WCF Cost	$3,328,190	$3,328,190
I. WCF for # New Hires (127 in FY 18, GS-9 step 1)	$358,204	$716,407
J. WCF Savings for # VERA/VSIP Targeted Positions	$471,023	$112,820
Projected Savings with VERA/VSIP (F + J)	$18,500,600	$14,786,244

Table A:
Annual leave payout based on average GS 13 Step 10.

Table B:

A. Payroll Ceiling is based on FY 17 on-board FTE of 737 on 31 Mar 2017. No price adjustments for COLAs are included.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Lump Sum Leave payout takes place in FY17 and does not impact FY18 or FY19.

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D. Annual payroll of 590 remaining FTE after VERA/VSIP based on average annual labor cost. ($145,479 x 590 = $85,832,271).
E. New hires of 127 FTE at GS 9 Step 1, start date April 2018.
F. A-B-C-D-E = F.
G. Average WCF Cost of $5,641 per 737 FTE.
H. Average WCF Cost of $5,641 per 590 FTE.
I. Average WCF Cost of $5,641 per 127 FTE, start date April 2018.
J. G-H-I = J.

XX. Region 7

Business Case

Region 7's low attrition rate (around 4%) will not generate enough attrition to create a sufficient number of vacancies to rebalance and reshape our workforce. In order to avoid the use of more drastic authorities, Region 7 would like to utilize VERA and VSIP to reduce the level of full time employee equivalents.

Targeting decisions were made by senior managers based on the specific mission needs required to reshape the Region 7 workforce with new skills and competencies. Through attrition gained by VERA and VSIP, we expect fewer higher graded positions and the most complex work (i.e., GS-13 level and above) will be reassigned to remaining higher graded positions in order to concentrate this work into fewer positions. In addition to creating more workforce balance between higher and lower graded positions, our restructuring is expected to introduce enhanced integration of multimedia approaches and advanced technology skills to more efficiently and effectively implement program objectives.

Region 7 will offer a total of 45 VERA/VSIP opportunities up to 168 non-SES positions which are eligible for either a regular retirement or an early retirement. The following occupational series are not the focus for VERA/VSIP in Region 7: SES, GS-510, GS-511, GS-1102, GS-1109, GS-2210 as well as Phased Retirees. Region 7 will not be offering VSIP to employees not currently eligible for regular retirement or an early retirement. As with other federal workforce restructuring authorities, the agency has the ability to reassign employees to minimize the impact of its restructuring efforts.

Region 7 will use these authorities in three focused themes to help transform the workforce:

- Restructure or reduce highly graded supervisory and non-supervisory positions at the GS-13 through GS-15 grade levels, across all divisions and geographic locations within Region 7 to meet our changing mission requirements and move to new models of work. The change in program priorities of the agency and the region has decreased the need for many specialized non-supervisory positions. The work of the non-supervisory positions can be consolidated, eliminated, or redistributed to lower-graded positions.
- Restructure to focus on core business functions in our regional programmatic support positions at the GS-9 through GS-15 grade levels, supervisory and non-supervisory positions, across all divisions within the Kansas and Missouri offices to more efficiently and effectively implement program objectives. Restructuring some of the positions performing these functions could reduce redundancies and promote greater efficiencies.

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- Consolidate or reduce administrative or support functions positions at the GS-6 through GS-11 grade levels across all divisions in the Kansas offices to better align with current and projected workload needs. Region 7 may realign administrative support resources and combine functions to capitalize on efficiencies and for enhancing the positions with new skills and competencies. Region 7 will be in a position to pursue additional administrative support consolidation scenarios, or at the very least, will continue to consolidate the administrative support functions into fewer positions.

Region 7's goal is to reduce the overall workforce from 497 permanent employees to 452 permanent employees for FY 2017. VSIP opportunities will be offered to up to 45 employees. The estimate of the total number of employees in Region 7 who are expected to take early retirement is 10.

Specific Region 7 Divisional Plans:

Superfund Division

- 3 Remedial Project Manager positions within 1301 occupational series will be safe positions.
- 1 On Scene Coordinator and 2 Remedial Project Manager (total of 3) positions within 819 occupational series will be safe positions.
- Maximum offers up to 2 RPMs and 2 OSCs.

Budget Information

Table A – Direct Costs for VERA/VSIP	
45 of Targeted Positions for VSIP x $25,000	$ 1,125,000
Annual Leave Pay Out for 45 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step (GS-12/10) of the targeted pool $45.16 x 240 x 45 of Targeted Positions}	$ 487,728
Total Maximum Direct Costs	$ 1,612,728

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	63,413,538	63,413,538
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	57,451,882	57,451,882
E. Payroll for 3 New Hires	198,722	397,444
F. Payroll Savings for 45 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	5,762,934	5,564,212
G. Pre-VERA/VSIP Annual WCF Cost	2,400,000	2,400,000
H. Post VERA/VSIP Annual WCF Cost	2,220,000	2,220,000
I. WCF for 3 New Hires	6,000	12,000
J. WCF Savings for 45 VERA/VSIP Targeted Positions (J = G – H – I)	174,000	168,000
Projected Savings with VERA/VSIP (F + J)	5,936,934	5,732,212

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FOOTNOTES:

Table B

A. Based on FY2016 total payroll expense incurred.
B. All V/V payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
C. All V/V leave payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
D. For 2018 and 2019, Pre-V/V annual payroll cost less 45 targeted positions x GS-12 step 10 average salary of $128,644 or [$63,791,000 – (45 x $128,644)].
E. Assumes 42 of the 45 targeted positions will be absorbed internally through restructuring at no additional payroll cost. Three (3) of the 45 targeted positions will be filled externally and assumed filled by mid-year or onboard as of April 2018 thereby incurring additional payroll cost, as follows: for 2018, 3 targeted positions filled externally (1/2 of 2019 calculation); for 2019, 3 targeted positions filled externally x GS-12 step 10 average salary of $132,481 or ($132,481 x 3).
F. n/a
G. Based on FY 2016 authority of $2,400,000 rounded up. Assume FY 2018 and 2019 WCF authority relatively constant.
H. Pre-V/V WCF cost of $2,400,000 less 45 targeted positions x average of $4,000/employee or [$2,400,000 - (45 x $4,000)]
I. Assumes 42 of the 45 targeted positions will be absorbed internally through restructuring at no additional WCF cost. Three (3) of the 45 targeted positions will be filled externally and assumed filled by mid-year or onboard as of April 2018 thereby incurring additional WCF cost as follows: for 2018, 3 targeted positions filled externally x average WCF/employee of $4,000 or (3 x $4,000 x 0.50); for 2019 3 targeted positions filled externally x average WCF/employee of $4,000 or (3 x $4,000).
J. n/a

XXI. Region 8

Business Case

As of May 1, 2017, Region 8 employed 525 full-time, permanent employees. Approximately 97 of our employees are retirement eligible and additional 127 employees are eligible for VERA. This VERA/VSIP proposal targets a total of 64 positions and sets forth a maximum total number of 8 VERA/VSIP offers in the Region 8 duty stations of Denver, CO; Laboratory in Golden, CO; Pierre, South Dakota and Butte, Helena and Libby, MT. The estimated total number of employees who will take early retirement is 6. No employees would be involuntarily separated, downgraded or transferred as a result of this proposal. The maximum number of employees who would be involuntarily reassigned is 34. Any reassignments would be the result of consolidation of units through the reduction in the number of supervisory positions. A small number of reassignments or hires could be needed in future fiscal years to fill positions which are restructured as a result of this proposal.

Reshaping since our last VERA/VSIP has resulted in an increase in GS-12 and below positions; a decrease in GS-13 and above positions; and a significant shift away from support positions. The region's intention is to build on prior reshaping efforts in order to improve our supervisory ratio,

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consolidate administrative functions, and ensure that higher graded work is consolidated into a limited number of higher graded positions. VERA and/or VSIP will be offered to eligible employees where opportunities exist to achieve these reshaping goals.

Region 8 will use both the VERA/VSIP authorities to make near-term workforce adjustments. The region will offer VERA and/or VSIP to all eligible employees in the following categories:

- All non-supervisory GS-14 and GS-15s except attorneys, public affairs specialists, and toxicologists in order to restructure and consolidate highly graded non-supervisory positions. A maximum of 2 VERA or VSIP offers will be made in this category. Through attrition gained by VERA/VSIP, the region will reassign the most complex work (i.e., GS-14 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. The less complex work will be restructured into lower-graded GS-7/9/11/12/13 positions.
- All supervisory GS-14 and GS-15 supervisory environmental protection specialists in order to restructure supervisory positions. A maximum of 4 VERA or VSIP offers will be made in this category. Offers will only be accepted on a case-by-case basis. Where possible, the region will take the opportunity to consolidate units in order to improve supervisory to staff ratios. If this is not possible, due to staff size or the nature of the work of the unit, the region will restructure these positions to one of the professional series, such as physical scientist or environmental engineer. Offers will not be made in situations where neither unit nor position restructuring is possible.
- All administrative officers and environmental protection assistants in order to consolidate administrative functions. A maximum of 2 VERA or VSIP offers will be made from this category. Work will be reassigned to existing administrative staff or eliminated, as appropriate.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
8 Targeted Positions for VSIP x $25,000	$ 200,000
Annual Leave Pay Out for 8 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool (GS-14/7) x 240 x 8 positions}	$ 121,287
Total Maximum Direct Costs	$ 321,287

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$78,956,715	$78,956,715
B. VERA/ VSIP Payout Cost	$0	$0

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C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$77,558,164	$77,558,164
E. Payroll for 4 New Hires	$235,011	$470,022
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,163,540	$928,529
G. Pre-VERA/VSIP Annual WCF Cost	$2,817,558	$2,817,558
H. Post VERA/VSIP Annual WCF Cost	$2,788,678	$2,788,094
I. WCF for 4 New Hires	$7,220	$14,732
J. WCF Savings for 4 VERA/VSIP Targeted Positions (J = G – H – I)	$21,660	$14,732
Projected Savings with VERA/VSIP (F + J)	$1,185,200	$943,261

FOOTNOTES:

Table A

1. Used an average of GS 14/7 for Region 8, locality for Denver, CO. Used the standard 240 hours, with 8 maximum, accepted offers during FY17.

Table B

A. Based on projections done by R8 through pay period 15 and March PHS.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes GS-14/7 annual salary x 32.54% for benefit costs x 8 positions, subtracted from A.
E. Assumes a domino effect, and 4 external hires would be at lower grades, so assumed GS-12/5 x 32.54% benefits x 4 positions x ½ year for 2018, full-year for 2019
F. A – B – C – D -E
G. Assumes WCF allocation from FY17 enacted budget for Region 8.
H. Assumes $3610 x 8 = $28,880, taken from G for FY18; for FY19, assumes a 2% increase in costs $3683 x 8 = $29,464, taken from G.
I. Assumes 4 re-structured positions filled internal to R8; the resulting vacancies assumed to be external; $3610 x 4 x ½ for FY18, and $3683 x 4 x 1 for FY19)
J. G – H - I

XXII. Region 9

Business Case

For specific organizations and designated positions located in San Francisco, CA, Region 9 will use the VERA/VSIP authorities to decrease the number of supervisory positions, reduce highly-graded non-supervisory positions, and streamline administrative support, STEM and other administrative and program operations by consolidating, reducing and restructuring positions to achieve workforce reductions in the following areas.

VERA & VSIP Categories and Specific Positions

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For positions located in San Francisco, CA, the following categories and specific positions are included in Region 9's VERA/VSIP request.

Delayering (increasing supervisor-to-staff ratio): Pending the completion of a regional review of all supervisory positions, we will achieve workforce reductions in the following organizations.

- Office of the Regional Administrator: Reduce and reshape the Public Affairs Office by one Supervisory Public Affairs Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.
- Environmental Management Division: Reduce and reshape the Infrastructure Services Branch by one Supervisory Information Technology Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.

Consolidate or reduce administrative or support functions: To improve administrative support functions through consolidation, we will reduce and reshape positions in the following organizations.

- Office of the Regional Administrator: Reduce and reshape administrative support positions within the Immediate Office by one Administrative Specialist position.
- Water Division: Reduce and reshape the administrative support team by three Environmental Protection Assistant positions including one position at the GS-7 level and two positions at GS-8 level.

Restructure or reduce highly-graded non-supervisory positions: Reduce and reshape highly-graded non-supervisory positions in the following organizations.

- Enforcement Division. Reduce and reshape two non-supervisory Environmental Protection Specialist positions including one GS-14 position and one GS-15 position. These positions will be restructured to lower-graded positions aligned to the agency's program priorities.
- Superfund Division. Reduce and restructure one non-supervisory Environmental Scientist (On-Scene Coordinator) position in the Emergency Response Section with promotion potential limited to the GS-13 level.

Restructure to focus on STEM/programmatic priorities: Reduce and reshape STEM and program specialist positions to align with new environmental program priorities in the following organizations.

- Enforcement Division. Reduce and reshape positions to establish a more efficient and effective Federal enforcement and compliance program aligned with the agency's strategic direction across all program job series including:
    - Environmental Protection Specialist positions including one GS-12 and four GS-13 graded positions. The reductions will be used to reassign staff to new program priorities. STEM positions including two Environmental Engineer positions and two Environmental Scientist positions. The reductions will be used to reassign staff to new program priorities.
- Superfund Division. Reduce and reshape positions to establish a more efficient and effective emergency and remedial response programs to meet new program directions including:
    - Restructuring one On-Scene Coordinator position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reduction will allow us to reassign staff to align with

program activities. Restructuring one Remedial Project Manager position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reductions will be used to reassign staff to align with program activities.

- Environmental Management Division. Reduce and reshape the environmental management system program within the Infrastructure Branch by one Environmental Scientist, GS-13 position. The reduction will be used to reshape and realign program activities within the region.

Consolidate and streamline functions/activities

- Office of Regional Counsel: Reduce two non-supervisory Attorney-Advisor positions including one position at the GS-14 level and one position at the GS-15 level to realign staffing with program activities.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Post-VERA/VSIP Operations

The VERA/VSIP plan includes a plan to reorganize the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division. Using VERA/VSIP, we have identified two supervisory positions and twenty-two non-supervisory positions across the region. The number of positions scheduled for voluntary separation represents a 3% reduction of the region's workforce. The VERA/VSIP plan identifies the minimum number of positions needed to achieve near term workforce reductions without compromising program commitments.

Following the conclusion of the VERA/VSIP separations, a reorganization plan to restructure the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division will be finalized for implementation. Additionally, the region will assess the workforce separations and implement streamlining plans to consolidate administrative support services, reduce work in non-priority areas, and reassign personnel, as necessary, to perform agency program objectives.

We anticipate processing the following personnel actions to implement restructuring plans:

- Directed Reassignments to balance supervisor-to-staff ratios among remaining supervisors
- Directed Reassignments to realign position assignments to program priorities
- Details
- Abolish no longer needed supervisory or higher-graded positions

Use of VERA and VSIP

The two programs will be used to gain voluntary separations from positions that have been identified for reshaping to gain program efficiencies in the following workforce areas:

- Improving the supervisor-to-staff ratio in designated organizations;
- Consolidating and restructuring of administrative support positions; and
- Restructuring STEM and non-STEM administrative and program positions to align with the agency's program priorities.

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VERA Information

Region 9 employs 736 permanent employees of whom 208 are eligible for VERA.

The FY17 Region 9 workforce reduction plan targets 23 positions, which includes 167 permanent employees of whom 45 are eligible for VERA.

The total number of employees in the agency/organization who are expected to take early retirement is estimated to be 6.

Budget Information

Table A – Direct Costs for VERA/VSIP	
23 of Targeted Positions for VSIP x $25,000	$ 575,000
Annual Leave Pay Out for 23 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 23 of Targeted Positions}	$ 300,271
Total Maximum Direct Costs	$ 875,271

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$113,007,397	$113,007,397
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$110,396,289	$110,396,289
E. Payroll for 15 New Hires	$507,975	$1,015,950
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,103,133	$1,595,158
G. Pre-VERA/VSIP Annual WCF Cost	$4,355,646	$4,355,646
H. Post VERA/VSIP Annual WCF Cost	$4,244,096	$4,244,096
I. WCF for 15 New Hires	$36,375	$72,750
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$75,175	$38,800
Projected Savings with VERA/VSIP (F + J)	2,178,308	$1,633,958

A. Assumes payroll allocation from FY17 Enacted budget for Region 9.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Leave payout takes place in FY17 and does not impact FY18 or FY19.
D. Assumes annual payroll costs of average salary of eligible positions, $113,526, x 23 positions = $2,661,108.
E. Assumes hiring 15 GS-09 step 5 positions in San Francisco. Start date: April 2018.
F. A-B-C-D-E.
G. Assumes working capital fund allocation from FY17 Enacted budget for Region 9.
H. Assumes $4,850 WCF per person x 23 positions = $111,550.

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I. Assumes $4,850 WCF per person.
J. G-H-I.

XXIII. Region 10

Business Case

Region 10 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts in four areas:

- Restructure to focus on STEM/programmatic priorities;
- Consolidate and streamline functions/activities/reduce the number of programs;
- Restructure or reduce highly-graded supervisory or non-supervisory positions; and
- Consolidate or reduce administrative or support functions.

Region 10 employs 544 non-term employees (including part-time employees). Currently, 118 (22%) of Region 10's workforce is eligible for a Regular Retirement, and 125 (23%) are eligible for an Early Retirement. Region 10 estimates this proposal will achieve greater results and accelerate efficiencies by building on the successful VERA/VSIP processes in FY14 and FY15 in which 53 people (nearly 10% of the workforce) separated. Using a strategic focused approach to identify eligible positions in each Office, the region believes that VERA/VSIP can accelerate its continuing progress on workforce restructuring goals. Region 10 estimates that offering VSIP in conjunction with VERA will increase the region's ability to meet these goals. Region 10 does not plan to offer VSIP to employees not currently eligible for Regular Retirement or Early Retirement, as management has determined that approach will not enable the organization to preserve key skill sets and positions supporting mission objectives.
The estimate of the total number of employees in Region 10 who are expected to take early retirement is 10.

Absent a VERA/VSIP, Region 10 anticipates no involuntary actions of an adverse nature, although some employees may need to be reassigned. Region 10's implemented of a significant reorganization in 2016 and does not anticipate undertaking additional reorganization following the implementation of this VERA/VSIP proposal. The theme-based paragraphs below convey a sense of how the region would operate with certain positions restructured, eliminated, or reclassified with a different set of programmatic responsibilities and technical skill sets.

All of the region's offers would be made to individuals holding positions targeted for restructuring or elimination. The region would need to undertake a small number of personnel actions (such as reassignments and/or merit promotions) once those accepting offers have departed to fully implement this plan.

Region 10 proposes to extend a maximum of 19 VERA/VSIP offers among incumbents of 44 targeted positions which are eligible for either regular or early retirement. Duty stations are primarily in Seattle, but also in Richland, WA and Portland, OR. These nineteen planned offers fall into four of the six major themes identified by the agency. Assuming the offers are accepted and positions vacated, the region plans to restructure or eliminate these positions as described in the targeted position spreadsheet.

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Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 475,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 224,640
Total Maximum Direct Costs	$ 699,640

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	75,360,000	75,360,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	72,517,928	72,517,928
E. Payroll for # New Hires	1,259,487	2,518,974
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	1,582,585	323,098
G. Pre-VERA/VSIP Annual WCF Cost	2,168,900	2,168,900
H. Post VERA/VSIP Annual WCF Cost	2,091,000	2,091,000
I. WCF for # New Hires	34,850	69,700
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	43,050	8,200
Projected Savings with VERA/VSIP (F + J)	**1,625,635**	**331,298**

A. Includes benefits approximated at 35% of salary.
D. FY17 estimated annual payroll (line A) less 19 FTEs average cost.
E. Assumes 17 FTEs external to Region 10 at mid-year in FY18.
G Uses estimate of $4100 per FTE.
H. FY17 estimated WCF (line G) less ($4100*19).
I. Assumes half of WCF costs mid-year in FY18 ($2050*17) and full costs in FY19 ($4100*17).

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Region III
VERA/VSIP Proposal
Region III is requesting VERA/VSIP authority to increase its flexibility in implementing efficiency measures by eliminating positions, restructuring positions and reassigning staff to priority programs. The Region is currently at FTE ceiling. The current attrition rate of 3-4% annually, would not allow the Region to pursue the efficiency measures without VERA/VSIP incentives. In order to achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The Region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. The Region is proposing the following actions to increase efficiency and effectiveness of Agency programs and Regional operations:

1. **Delayering.**

On average, the supervisor to staff ratio in the Region is 1:8. The ratios vary widely by Divisions and there are opportunities to reorganize functions in order eliminate supervisory positions and decrease supervisory layers. In addition, an increased focus on scientific positions has reduced the need for Supervisory Environmental Protection Specialists.

Target:

- GS-14/15 Supervisory Environmental Protection Specialists
- GS-15 Supervisory Attorneys
- GS-14/15 Supervisory Interdisciplinary Scientists (Life Scientist, Env. Engineer, Physical Scientist)
- GS-15 Program Managers
- GS-15 Financial Manager
- GS-14 Supv Equal Employment Specialist
- GS-15 Facility Manager
- GS-15 IT Specialist
- GS 14 Supervisory Public Affairs
- GS 14/15 Supervisory Government Affairs

2. **Consolidate or reduce administrative functions.**

Improvements in technology and decreased dependence on paper has made many traditional administrative and clerical functions obsolete. By offering VERA/VSIP to all grades in the administrative and clerical series, these support functions can be consolidated.

Target:

- Secretarial positions
- Facility management positions
- Human Resources positions
- Management Analysts and Program Analysts GS-12 and below
- Environmental Protection Specialists GS-11 and below

3. **Restructure and reduce highly graded supervisory and non-supervisory positions.**

The Region has over 85 non-supervisory GS-14/15 positions. Offering VERA/VSIP to all eligible staff in this population will help reduce the number of GS-14 and 15 employees. Remaining non-supervisory GS-14/15s can be reassigned to vacated supervisory positions where suitable.

Forty percent of the Region is a GS-13. While there is a need to maintain higher graded staff to provide leadership and subject matter expertise to programs, the Region is weighted heavily in higher grades. Through attrition gained by VERA/VSIP, the Region will restructure functions and reassign work to the existing positions. The Region has over 100 entry level interdisciplinary scientists at the GS-07/09/11/12 level who can be reassigned to new functions to backfill critical areas. These entry level staff will benefit from cross training early in their career and build the capability of the next generation of Agency leaders. The Region does not anticipate backfilling any of the positions with external candidates, though there may be opportunities for reassignments and merit promotion actions within the existing workforce.

Target:

- All non-supervisory GS-13, 14 and 15 positions in most job series.

4. **Restructure to focus on core business functions.**

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. These functions are filled by staff in a range of positions, series and grades. By offering VERA/VSIP widely, staff remaining in these functions can be shifted to new program requirements.

Target:

- Environmental Protection Specialists GS-12
- Grants Management specialists
- Financial Management specialists GS-12 and below
- Public Affairs specialists GS-12 and below
- GS-12 Interdisciplinary scientists
- Investigators

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 3,975,0000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the GS-13/6 x 240 x 159 of Targeted Positions}	$ 2,175,120
Total Maximum Direct Costs	$ 6,150,120

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$116,497,924	116,497,923
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$111,000,434	$111,000,434
E. Payroll for # New Hires	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,497,490	$5,497,490
G. Pre-VERA/VSIP Annual WCF Cost	$1,257,660	$1,257,660
H. Post VERA/VSIP Annual WCF Cost	$1,205,055	$1,205,055
I. WCF for # New Hires	0	0
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$52,605	$52,605
Projected Savings with VERA/VSIP (F + J)	$5,550,095	$5,550,095

Assumptions:

- No payroll will be expended in FY'18 to support Voluntary Incentive Payments or Leave payouts.
- No external vacancies will be created as a result of eliminating 35 positions through VERA/VSIP.
- Payroll savings estimate is based on the elimination of 35 positions at the GS-13/6 level in the Philadelphia locality with a 32% benefit rate ($157, 014/employee).

	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
OARM	702	121	164	643
OAR	1155	184	271	1002
OCFO	315	51	83	283
OECA	730	176	164	686
OIG	276	44	58	251
OITA	74	12	19	70
AO	730	76	80	311
OEI	348	71	81	312
OGC	234	37	51	183
OLEM	495	113	134	451
ORD	1794	427	324	1463
OCSPP	1147	203	225	876
OW	602	103	94	502
REGION 1	568	137	201	521
REGION 2	785	205	238	726
REGION 3	828	199	217	722
REGION 4	914	166	297	823
REGION 5	1086	258	309	978
REGION 6	748	227	166	669
REGION 7	522	75	112	444
REGION 8	529	98	127	491
REGION 9	741	145	208	677
REGION 10	548	108	124	501
EPA	**15871**	**3236**	**3747**	**13585**

VSIP

When an agency has received approval from OPM to offer VSIPs, any employee (as defined in 5 U.S.C. 2105) who meets these general eligibility requirements may receive an offer. The employee must:

1. Be serving in an appointment without time limit;
2. Be currently employed by the Executive Branch of the Federal Government for a continuous period of at least 3 years;
3. Be serving in a position covered by an agency VSIP plan (i.e., in the specific geographic area, organization, series and grade);
4. Apply for and receive approval for a VSIP from the agency making the VSIP offer; and
5. Not be included in any of the ineligibility categories listed below.

Employees in the following categories are not eligible for a VSIP:

1. Are reemployed annuitants;
2. Have a disability such that the individual is or would be eligible for disability retirement;
3. Have received a decision notice of involuntary separation for misconduct or poor performance;
4. Previously received any VSIP from the Federal Government;
5. During the 36-month period preceding the date of separation, performed service for which a student loan repayment benefit was paid, or is to be paid;
6. During the 24-month period preceding the date of separation, performed service for which a recruitment or relocation incentive was paid, or is to be paid; and
7. During the 12-month period preceding the date of separation, performed service for which a retention incentive was paid, or is to be paid.

VERA

To be eligible to retire under VERA, an employee must:

(1) Meet the VERA minimum age and service requirements (i.e., the employee has completed at least 20 years of creditable service and is at least age 50, or has completed at least 25 years of creditable service regardless of age);

The minimum age and service requirements are set by statute in 5 U.S.C. 8336(d)(2) for CSRS employees, and in 5 U.S.C. 8414(b)(1) for FERS employees. OPM has no authority to waive either the minimum age or service requirement for VERA eligibility.

(2) Have been continuously employed by the agency for at least 31 days before the date that the agency initially requested OPM approval of VERA;

(3) Hold a position that is not a time-limited appointment;

(4) Have not received a final removal decision based upon misconduct, or unacceptable performance;

(5) Hold a position covered by the agency's VERA; and

(6) Retire under the VERA option during the agency's VERA window.

OARM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATLANTA,GEORGIA	**2**	**2**		**2**														
1801-General Inspection, Investigation, and Compliance	1	1		1														
905-General Attorney	1	1		1														
BOSTON,MASSACHUSETTS	**1**			**1**														
343-Management and Program Analysis	1			1														
CHICAGO,ILLINOIS	**1**			**1**														
905-General Attorney	1			1														
CINCINNATI,OHIO	**68**	**9**	**21**	**65**														
1102-Contracting	2			1														
1301-General Physical Science	1		1	1														
1410-Librarian	1			1														
1654-Printing Services	1	1		1														
18-Safety and Occupational Health Management	2		2	2														
2010-Inventory Management	1			1														
201-Human Resources Management	29	4	10	28														
203-Human Resources Assistance	2			2														
2210-Information Technology Management	6		2	5														
318-Secretary	2	1		2														
340-Program Management	1			1														
343-Management and Program Analysis	12	3	3	12														
391-Telecommunications	2		1	2														
801-General Engineering	4		1	4														
80-Security Administration	1			1														
830-Mechanical Engineering	1		1	1														
DURHAM,NORTH CAROLINA	**131**	**11**	**19**	**111**														
1102-Contracting	33	4	8	31														
1301-General Physical Science	1																	
1640-Facility Operations Services	6		1	5														
18-Safety and Occupational Health Management	1			1														
2010-Inventory Management	1																	

201-Human Resources Management	55	3	6	44
203-Human Resources Assistance	5			4
2210-Information Technology Management	10	1	3	8
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	2			2
340-Program Management	3			3
341-Administrative Officer	1			1
343-Management and Program Analysis	2	1	1	2
511-Auditing	1	1		1
801-General Engineering	1	1		1
80-Security Administration	1			1
830-Mechanical Engineering	4			4
850-Electrical Engineering	2			2
899-Engineering and Architecture Student Trainee	1			1
LAS VEGAS,NEVADA	**21**	**2**	**5**	**18**
201-Human Resources Management	18	2	5	15
203-Human Resources Assistance	2			2
318-Secretary	1			1
MOREHEAD CITY,NORTH CARO	**1**		**1**	**1**
201-Human Resources Management	1		1	1
NEW BERN,NORTH CAROLINA	**1**			**1**
201-Human Resources Management	1			1
NORWOOD,OHIO	**37**	**4**	**6**	**34**
1102-Contracting	36	3	6	33
301-Miscellaneous Administration and Program	1	1		1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
905-General Attorney	1			1
SAN FRANCISCO,CALIFORNIA	**1**			**1**
343-Management and Program Analysis	1			1
WASHINGTON,DC	**433**	**93**	**112**	**407**
1001-General Arts and Information	1		1	1
1102-Contracting	96	19	24	90
1103-Industrial Property Management	1			1
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	22	6	5	22

1170-Realty	1			1												
1640-Facility Operations Services	2		2	2												
1654-Printing Services	1			1												
1712-Training Instruction	1			1												
1750-Instructional Systems	2			1												
1801-General Inspection, Investigation, and Compliance	2		1	2												
18-Safety and Occupational Health Management	3		1	3												
201-Human Resources Management	37	11	8	34												
203-Human Resources Assistance	2	1	1	2												
2101-Transportation Specialist	1															
2210-Information Technology Management	25	1	9	25												
28-Environmental Protection Specialist	1			1												
301-Miscellaneous Administration and Program	21	7	7	20												
303-Miscellaneous Clerk and Assistant	2	2		2												
306-Government Information Specialist	3	2	1	3												
318-Secretary	2	1	1	2												
326-Office Automation Clerical and Assistance	2	1		2												
340-Program Management	7	2	2	7												
341-Administrative Officer	2		1	2												
342-Support Services Administration	11	6	3	11												
343-Management and Program Analysis	106	21	24	99												
344-Management and Program Clerical and Assistance	1			1												
351-Printing Clerical	1		1	1												
391-Telecommunications	1	1		1												
510-Accounting	4	1	1	4												
511-Auditing	5	2	2	5												
690-Industrial Hygiene	1	1		1												
801-General Engineering	1			1												
804-Fire Protection Engineering	2		1	1												
808-Architecture	5	2		4												
80-Security Administration	18	2	4	17												
810-Civil Engineering	1	1		1												
819-Environmental Engineering	1			1												
830-Mechanical Engineering	4		1	3												
850-Electrical Engineering	1			1												

905-General Attorney	26	2	7	23														
935-Adminstrative Law Judge	3		2	3														
950-Paralegal Specialist	1		1	1														
#N/A	2		1	2														
Grand Total	**698**	**121**	**164**	**643**														

OAR	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANN ARBOR,MICHIGAN	**282**	**46**	**73**	**248**														
1102-Contracting	1			1														
110-Economist	3			1														
1301-General Physical Science	21	1	8	16														
1320-Chemistry	7	3		5														
1399-Physical Science Student Trainee	1																	
1550-Computer Science	4	2		4														
1640-Facility Operations Services	4			2														
1801-General Inspection, Investigation, and Compliance	14	2	3	14														
1910-Quality Assurance	1			1														
201-Human Resources Management	2			2														
2210-Information Technology Management	8	1	2	8														
28-Environmental Protection Specialist	51	11	16	50														
301-Miscellaneous Administration and Program	13	2	3	11														
318-Secretary	1		1	1														
343-Management and Program Analysis	11		1	11														
4714-Model Making	1			1														
801-General Engineering	21	2	4	21														
802-Engineering Technical	12	2	4	8														
803-Safety Engineering	1	1		1														
819-Environmental Engineering	14	2	5	13														
830-Mechanical Engineering	62	12	19	57														
850-Electrical Engineering	4	2		4														
854-Computer Engineering	2		1	2														
893-Chemical Engineering	12	3	6	12														
899-Engineering and Architecture Student Trainee	4																	
905-General Attorney	3			2														
99-General Student Trainee	4																	
ANNAPOLIS,MARYLAND	**1**			**1**														
343-Management and Program Analysis	1			1														
AUTAUGA,ALABAMA	**1**																	
1320-Chemistry	1																	
DALLAS,TEXAS	**1**			**1**														

1301-General Physical Science	1			1
DURHAM,NORTH CAROLINA	**345**	**54**	**78**	**294**
1035-Public Affairs	1			1
1101-General Business and Industry	7	1		7
110-Economist	9	1		7
1301-General Physical Science	66	13	4	49
1530-Statistics	6		1	4
2210-Information Technology Management	9	1		8
28-Environmental Protection Specialist	112	15	32	98
301-Miscellaneous Administration and Program	27	8	7	25
306-Government Information Specialist	1			1
340-Program Management	7	2	3	7
343-Management and Program Analysis	14	3	3	14
401-General Natural Resources Management and Biological Sciences	3			3
408-Ecology	1			1
501-Financial Administration and Program	1		1	1
560-Budget Analysis	2		1	2
601-General Health Science	12	1	1	7
819-Environmental Engineering	64	9	25	56
893-Chemical Engineering	3			3
LAS VEGAS,NEVADA	**23**	**8**	**3**	**22**
1102-Contracting	1			
1301-General Physical Science	10	4	1	10
1306-Health Physics	1			1
2210-Information Technology Management	1			1
28-Environmental Protection Specialist	5	2	1	5
303-Miscellaneous Clerk and Assistant	1	1		1
343-Management and Program Analysis	2	1	1	2
690-Industrial Hygiene	1			1
819-Environmental Engineering	1			1
MONTGOMERY,ALABAMA	**39**	**9**	**10**	**32**
1102-Contracting	1			1
1301-General Physical Science	25	7	7	23
1306-Health Physics	1			1
1320-Chemistry	6	1	2	3
1529-Mathematical Statistics	1		1	1
1640-Facility Operations Services	1			1
2210-Information Technology Management	2			

318-Secretary	1	1		1
690-Industrial Hygiene	1			1
SAN DIEGO,CALIFORNIA	**1**	**1**		**1**
301-Miscellaneous Administration and Program	1	1		1
WASHINGTON NAVY YARD,DC	**1**			
1301-General Physical Science	1			
WASHINGTON,DC	**450**	**66**	**107**	**403**
1035-Public Affairs	21		2	17
1102-Contracting	4			4
110-Economist	18	3	2	17
1301-General Physical Science	43	9	4	36
1306-Health Physics	5	1	2	5
1320-Chemistry	3		2	3
1350-Geology	2			
1515-Operations Research	1	1		1
1530-Statistics	2	1		2
1550-Computer Science	1			
1801-General Inspection, Investigation, and Compliance	1			1
2210-Information Technology Management	9	2	3	9
28-Environmental Protection Specialist	160	8	36	137
301-Miscellaneous Administration and Program	18	5	7	18
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	6	1	3	6
340-Program Management	6	2	1	5
341-Administrative Officer	1	1		1
343-Management and Program Analysis	89	20	28	86
344-Management and Program Clerical and Assistance	3	2	1	3
399-Administration and Office Support Student Trainee	1			
401-General Natural Resources Management and Biological Sciences	6	2		6
408-Ecology	1			1
801-General Engineering	3		1	3
819-Environmental Engineering	33	5	11	31
830-Mechanical Engineering	2		1	2
861-Aerospace Engineering	1			1
893-Chemical Engineering	2	1		2
905-General Attorney	4	1	2	4
99-General Student Trainee	2			
#N/A	1		1	1

Grand Total	**1144**	**184**	**271**	**1002**														

OCFO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CHAMPAIGN,ILLINOIS	**1**			**1**														
1160-Financial Analysis	1			1														
CINCINNATI,OHIO	**6**		**1**	**6**														
2210-Information Technology Management	1			1														
501-Financial Administration and Program	3			3														
510-Accounting	2		1	2														
DURHAM,NORTH CAROLINA	**57**	**8**	**16**	**51**														
2210-Information Technology Management	12	1	7	12														
2299-Information Technology Student Trainee	1																	
301-Miscellaneous Administration and Program	1			1														
343-Management and Program Analysis	2		1	2														
399-Administration and Office Support Student Trainee	3																	
501-Financial Administration and Program	22	4	6	21														
510-Accounting	16	3	2	15														
LAS VEGAS,NEVADA	**19**	**3**	**7**	**15**														
2210-Information Technology Management	1																	
318-Secretary	1			1														
501-Financial Administration and Program	12	2	5	9														
503-Financial Clerical and Assistance	1			1														
510-Accounting	4	1	2	4														
NORWOOD,OHIO	**44**	**5**	**6**	**43**														
343-Management and Program Analysis	2		1	2														
501-Financial Administration and Program	20	3	1	19														
510-Accounting	21	2	4	21														
599-Financial Management Student Trainee	1			1														
WASHINGTON,DC	**186**	**35**	**53**	**167**														
1035-Public Affairs	1			1														
1160-Financial Analysis	1			1														
2210-Information Technology Management	31	2	8	28														
301-Miscellaneous Administration and Program	3	2	1	3														

303-Miscellaneous Clerk and Assistant	1	1		1													
318-Secretary	3	3		2													
340-Program Management	1	1		1													
341-Administrative Officer	2		2	2													
343-Management and Program Analysis	81	13	18	73													
399-Administration and Office Support Student Trainee	1																
501-Financial Administration and Program	18	2	9	18													
503-Financial Clerical and Assistance	1	1		1													
510-Accounting	33	8	12	29													
560-Budget Analysis	4	2		4													
599-Financial Management Student Trainee	2																
905-General Attorney	1		1	1													
#N/A	2		2	2													
Grand Total	**313**	**51**	**83**	**283**													

OECA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade: 1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
ALBUQUERQUE,NEW MEXICO	**1**			**1**														
819-Environmental Engineering	1			1														
ANCHORAGE,ALASKA	**3**			**2**														
1811-Criminal Investigating	3			2														
ARLINGTON,VIRGINIA	**3**			**3**														
1811-Criminal Investigating	3			3														
ATLANTA,GEORGIA	**8**	**2**		**8**														
1301-General Physical Science	1			1														
1811-Criminal Investigating	7	2		7														
BALTIMORE,MARYLAND	**2**			**2**														
1811-Criminal Investigating	2			2														
BATON ROUGE,LOUISIANA	**2**			**2**														
1811-Criminal Investigating	2			2														
BISMARCK,NORTH DAKOTA	**2**			**2**														
1811-Criminal Investigating	2			2														
BOISE,IDAHO	**2**	**1**		**2**														
1811-Criminal Investigating	2	1		2														
BOSTON,MASSACHUSETTS	**8**	**4**		**8**														
1811-Criminal Investigating	6	3		6														
301-Miscellaneous Administration and Program	1	1		1														
905-General Attorney	1			1														
BRUNSWICK,GEORGIA	**3**		**1**	**3**														
1811-Criminal Investigating	2			2														
343-Management and Program Analysis	1		1	1														
BUFFALO,NEW YORK	**2**			**2**														
1811-Criminal Investigating	2			2														
CHARLESTON,WEST VIRGINIA	**1**	**1**		**1**														
1811-Criminal Investigating	1	1		1														
CHARLOTTE,NORTH CAROLINA	**2**			**2**														
1811-Criminal Investigating	2			2														
CHICAGO,ILLINOIS	**7**	**1**		**7**														
1301-General Physical Science	1			1														
1811-Criminal Investigating	5	1		5														

893-Chemical Engineering	1			1
CLEVELAND,OHIO	**6**	**1**	**1**	**6**
1811-Criminal Investigating	5	1		5
301-Miscellaneous Administration and Program	1		1	1
DALLAS,TEXAS	**8**	**1**	**1**	**8**
1301-General Physical Science	1			1
1811-Criminal Investigating	6	1		6
301-Miscellaneous Administration and Program	1		1	1
DENVER,COLORADO	**15**	**2**	**2**	**15**
1811-Criminal Investigating	6	1		6
28-Environmental Protection Specialist	1		1	1
341-Administrative Officer	1			1
819-Environmental Engineering	2		1	2
893-Chemical Engineering	1			1
905-General Attorney	3			3
986-Legal Assistance	1	1		1
DETROIT,MICHIGAN	**2**			**2**
1811-Criminal Investigating	2			2
DURHAM,NORTH CAROLINA	**1**			**1**
1811-Criminal Investigating	1			1
EDISON,NEW JERSEY	**6**	**3**		**6**
1301-General Physical Science	1	1		1
1801-General Inspection, Investigation, and Compliance	1			1
1811-Criminal Investigating	4	2		4
GLYNCO,GEORGIA	**3**	**2**		**3**
1811-Criminal Investigating	2	1		2
301-Miscellaneous Administration and Program	1	1		1
GREENSBORO,NORTH CAROLIN	**1**			**1**
343-Management and Program Analysis	1			1
GULF BREEZE,FLORIDA	**3**			**3**
1811-Criminal Investigating	3			3
HELENA,MONTANA	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
HONOLULU,HAWAII	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
HOUSTON,TEXAS	**6**	**2**		**5**
1811-Criminal Investigating	5	1		4
301-Miscellaneous Administration and Program	1	1		1

INDIANAPOLIS,INDIANA	**1**			**1**
1811-Criminal Investigating	1			1
JACKSONVILLE,FLORIDA	**8**	**2**		**8**
1811-Criminal Investigating	7	2		7
301-Miscellaneous Administration and Program	1			1
KANSAS CITY,KANSAS	**1**			**1**
1811-Criminal Investigating	1			1
KNOXVILLE,TENNESSEE	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
LAKEWOOD,COLORADO	**79**	**23**	**23**	**77**
1083-Technical Writing and Editing	1	1		1
1301-General Physical Science	5	1		5
1311-Physical Science Technician	1	1		1
1320-Chemistry	27	11	7	26
1530-Statistics	1			1
1601-Equipment, Facilities, and Services	1			1
1801-General Inspection, Investigation, and Compliance	1			1
1811-Criminal Investigating	2	1		2
2210-Information Technology Management	7	1	3	7
28-Environmental Protection Specialist	2	1		2
301-Miscellaneous Administration and Program	3	2	1	3
340-Program Management	4		2	3
343-Management and Program Analysis	3	2		3
344-Management and Program Clerical and Assistance	1		1	1
415-Toxicology	1			1
819-Environmental Engineering	11	1	8	11
830-Mechanical Engineering	1			1
893-Chemical Engineering	2			2
905-General Attorney	5	1	1	5
LENEXA,KANSAS	**9**	**3**		**9**
1811-Criminal Investigating	6	1		6
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	1	1		1
905-General Attorney	1	1		1
LOS ANGELES,CALIFORNIA	**5**	**1**	**1**	**5**
1811-Criminal Investigating	4	1		4
301-Miscellaneous Administration and Program	1		1	1
LOUISVILLE,KENTUCKY	**1**			**1**

1811-Criminal Investigating	1			1
MIAMI,FLORIDA	**3**	**1**		**3**
1811-Criminal Investigating	2	1		2
905-General Attorney	1			1
MIAMI-DADE,FLORIDA	**1**	**1**		**1**
1811-Criminal Investigating	1	1		1
MINNEAPOLIS,MINNESOTA	**2**			**2**
1811-Criminal Investigating	2			2
MISSOULA,MONTANA	**1**			**1**
1811-Criminal Investigating	1			1
NASHVILLE,TENNESSEE	**2**			**2**
1811-Criminal Investigating	2			2
NEW HAVEN,CONNECTICUT	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
NEW YORK, NEW YORK	**6**	**2**		**6**
1811-Criminal Investigating	5	2		5
301-Miscellaneous Administration and Program	1			1
PHILADELPHIA,PENNSYLVANI	**6**	**3**		**6**
1811-Criminal Investigating	5	3		5
301-Miscellaneous Administration and Program	1			1
PHOENIX,ARIZONA	**2**	**1**	**1**	**2**
1811-Criminal Investigating	1	1		1
301-Miscellaneous Administration and Program	1		1	1
PORTLAND,OREGON	**2**			**2**
1811-Criminal Investigating	2			2
SACRAMENTO,CALIFORNIA	**1**			**1**
1811-Criminal Investigating	1			1
SALT LAKE CITY,UTAH	**2**			**2**
1811-Criminal Investigating	2			2
SAN DIEGO,CALIFORNIA	**1**			**1**
1811-Criminal Investigating	1			1
SAN FRANCISCO,CALIFORNIA	**8**	**4**		**8**
1301-General Physical Science	1	1		1
1811-Criminal Investigating	6	2		6
301-Miscellaneous Administration and Program	1	1		1
SAN JUAN,PUERTO RICO	**2**			**2**
1811-Criminal Investigating	2			2
SEATTLE,WASHINGTON	**7**	**2**		**7**

1801-General Inspection, Investigation, and Compliance	1	1		1
1811-Criminal Investigating	5	1		5
301-Miscellaneous Administration and Program	1			1
ST LOUIS,MISSOURI	**2**			**2**
1811-Criminal Investigating	2			2
SYRACUSE,NEW YORK	**3**	**1**		**3**
1811-Criminal Investigating	3	1		3
TAMPA,FLORIDA	**2**	**1**		**2**
1811-Criminal Investigating	2	1		2
WASHINGTON,DC	**466**	**107**	**134**	**426**
1001-General Arts and Information	2			2
1035-Public Affairs	1	1		1
110-Economist	1			
1160-Financial Analysis	1			1
1301-General Physical Science	25	6	4	19
1350-Geology	1	1		1
1412-Technical Information Services	1			1
1529-Mathematical Statistics	1		1	1
1801-General Inspection, Investigation, and Compliance	2	1		2
1811-Criminal Investigating	16	2		16
2210-Information Technology Management	26	9	6	26
28-Environmental Protection Specialist	66	14	24	66
301-Miscellaneous Administration and Program	14	5	7	14
306-Government Information Specialist	1			1
308-Records Management	3		1	3
318-Secretary	2		1	2
340-Program Management	7	2	3	6
341-Administrative Officer	5		1	4
343-Management and Program Analysis	96	24	33	88
401-General Natural Resources Management and Biological Sciences	5	1	1	2
560-Budget Analysis	1			1
819-Environmental Engineering	18	4	8	17
893-Chemical Engineering	6	1	4	6
905-General Attorney	164	36	39	145
950-Paralegal Specialist	1		1	1
WHEELING,WEST VIRGINIA	**2**			**2**
1811-Criminal Investigating	2			2
Grand Total	**730**	**176**	**164**	**686**

OIG	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**7**	**1**	**1**	**7**														
1811-Criminal Investigating	5	1		5														
2210-Information Technology Management	2		1	2														
ATLANTA,GEORGIA	**14**	**3**	**1**	**13**														
1811-Criminal Investigating	4			4														
343-Management and Program Analysis	4	2		3														
511-Auditing	6	1	1	6														
BOSTON,MASSACHUSETTS	**9**	**2**	**4**	**9**														
1811-Criminal Investigating	1			1														
2210-Information Technology Management	1		1	1														
303-Miscellaneous Clerk and Assistant	1		1	1														
343-Management and Program Analysis	3	1	1	3														
511-Auditing	3	1	1	3														
CHICAGO,ILLINOIS	**23**	**1**	**5**	**22**														
101-Social Science	2	1		2														
1811-Criminal Investigating	3			3														
201-Human Resources Management	1		1	1														
2210-Information Technology Management	1		1	1														
343-Management and Program Analysis	6		2	6														
511-Auditing	7		1	6														
601-General Health Science	3			3														
CINCINNATI,OHIO	**8**	**1**	**1**	**6**														
343-Management and Program Analysis	2			2														
511-Auditing	4	1	1	4														
599-Financial Management Student Trainee	2																	
DALLAS,TEXAS	**8**	**1**	**2**	**8**														
1811-Criminal Investigating	3	1		3														
343-Management and Program Analysis	1			1														
511-Auditing	4		2	4														

DENVER,COLORADO	**11**	**3**	**1**	**10**
1811-Criminal Investigating	3	1		2
343-Management and Program Analysis	4		1	4
511-Auditing	3	1		3
801-General Engineering	1	1		1
DURHAM,NORTH CAROLINA	**17**	**3**	**3**	**15**
101-Social Science	1			1
1811-Criminal Investigating	2	1		2
303-Miscellaneous Clerk and Assistant	1		1	1
343-Management and Program Analysis	4	1		4
511-Auditing	9	1	2	7
KANSAS CITY,KANSAS	**2**		**1**	**2**
343-Management and Program Analysis	1			1
511-Auditing	1		1	1
LENEXA,KANSAS	**5**	**1**	**2**	**5**
343-Management and Program Analysis	4	1	2	4
511-Auditing	1			1
NEW YORK, NEW YORK	**8**	**3**	**1**	**8**
1301-General Physical Science	1			1
1811-Criminal Investigating	3	2		3
343-Management and Program Analysis	2	1		2
511-Auditing	1		1	1
601-General Health Science	1			1
NORWOOD,OHIO	**2**		**1**	**2**
343-Management and Program Analysis	1			1
511-Auditing	1		1	1
PHILADELPHIA,PENNSYLVANI	**16**	**1**	**3**	**16**
101-Social Science	1			1
1035-Public Affairs	1	1		1
1811-Criminal Investigating	1			1
2210-Information Technology Management	1		1	1
343-Management and Program Analysis	6			6
511-Auditing	5		2	5
601-General Health Science	1			1

SAN FRANCISCO,CALIFORNIA	**12**	**2**	**2**	**11**
1301-General Physical Science	1			1
1811-Criminal Investigating	3			2
343-Management and Program Analysis	2	1		2
511-Auditing	5	1	2	5
601-General Health Science	1			1
SEATTLE,WASHINGTON	**9**	**2**	**3**	**9**
101-Social Science	1			1
1320-Chemistry	1	1		1
1811-Criminal Investigating	2			2
343-Management and Program Analysis	2	1		2
511-Auditing	3		3	3
WASHINGTON,DC	**121**	**19**	**27**	**107**
1035-Public Affairs	4			4
1082-Writing and Editing	2			2
1102-Contracting	1	1		1
1811-Criminal Investigating	18	2	1	17
201-Human Resources Management	4		1	4
2210-Information Technology Management	16	1	2	13
301-Miscellaneous Administration and Program	4	1		4
340-Program Management	4	1	2	4
341-Administrative Officer	2	1	1	2
343-Management and Program Analysis	15	1	4	11
415-Toxicology	1		1	1
511-Auditing	37	8	13	34
560-Budget Analysis	2		1	1
819-Environmental Engineering	1			1
905-General Attorney	10	3	1	8
WINCHESTER,TENNESSEE	**1**	**1**		**1**
1811-Criminal Investigating	1	1		1
Grand Total	**273**	**44**	**58**	**251**

OITA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**1**			**1**														
301-Miscellaneous Administration and Program	1			1														
WASHINGTON,DC	**73**	**12**	**19**	**69**														
2210-Information Technology Management	1			1														
28-Environmental Protection Specialist	5	1		5														
301-Miscellaneous Administration and Program	45	6	12	41														
303-Miscellaneous Clerk and Assistant	2	2		2														
340-Program Management	5	2	3	5														
343-Management and Program Analysis	15	1	4	15														
Grand Total	**74**	**12**	**19**	**70**														

AO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BOSTON,MASSACHUSETTS	**1**	**1**		**1**														
301-Miscellaneous Administration and Program	1	1		1														
CINCINNATI,OHIO	**1**	**1**		**1**														
260-Equal Employment Opportunity	1	1		1														
DURHAM,NORTH CAROLINA	**3**	**1**	**1**	**3**														
260-Equal Employment Opportunity	2	1		2														
28-Environmental Protection Specialist	1		1	1														
LAS VEGAS,NEVADA	**1**			**1**														
260-Equal Employment Opportunity	1			1														
LOS ANGELES,CALIFORNIA	**1**			**1**														
343-Management and Program Analysis	1			1														
PRINCETON,NEW JERSEY	**1**			**1**														
893-Chemical Engineering	1			1														
SAN FRANCISCO,CALIFORNIA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
WASHINGTON,DC	**335**	**72**	**79**	**302**														
1001-General Arts and Information	13	3		13														
101-Social Science	1			1														
1035-Public Affairs	13	1	3	12														
1060-Photography	1	1		1														
1071-Audiovisual Production	2			2														
1082-Writing and Editing	1			1														
1084-Visual Information	1			1														
1101-General Business and Industry	3		2	3														
110-Economist	28	3	4	28														
1301-General Physical Science	11	5	3	11														
132-Intelligence	2		1	2														
1811-Criminal Investigating	1			1														
2210-Information Technology Management	5		1	5														
260-Equal Employment Opportunity	11	3	2	10														
28-Environmental Protection Specialist	42	7	11	40														
301-Miscellaneous Administration and Program	67	19	16	56														
303-Miscellaneous Clerk and Assistant	5	2		5														

308-Records Management	1		1	1														
326-Office Automation Clerical and Assistance	3	1		3														
340-Program Management	16	2	5	9														
343-Management and Program Analysis	83	19	26	79														
401-General Natural Resources Management and Biological Sciences	5	2	1	5														
415-Toxicology	1	1		1														
560-Budget Analysis	1	1		1														
601-General Health Science	4			2														
819-Environmental Engineering	4		2	3														
905-General Attorney	8	1	1	5														
#N/A	2	1		1														
Grand Total	**344**	**75**	**80**	**311**														

OEI	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATLANTA,GEORGIA	**1**			**1**														
2210-Information Technology Management	1			1														
BOSTON,MASSACHUSETTS	**1**			**1**														
2210-Information Technology Management	1			1														
CINCINNATI,OHIO	**1**	**1**		**1**														
343-Management and Program Analysis	1	1		1														
DENVER,COLORADO	**1**		**1**	**1**														
2210-Information Technology Management	1		1	1														
DURHAM,NORTH CAROLINA	**63**	**16**	**14**	**57**														
1101-General Business and Industry	1			1														
1301-General Physical Science	1	1		1														
2210-Information Technology Management	47	10	11	41														
301-Miscellaneous Administration and Program	2			2														
340-Program Management	1	1		1														
343-Management and Program Analysis	8	2	3	8														
501-Financial Administration and Program	1	1		1														
510-Accounting	1	1		1														
#N/A	1			1														
LAS VEGAS,NEVADA	**1**	**1**		**1**														
2210-Information Technology Management	1	1		1														
NEW YORK, NEW YORK	**1**			**1**														
2210-Information Technology Management	1			1														
PHILADELPHIA,PENNSYLVANI	**1**																	
2210-Information Technology Management	1																	
SEATTLE,WASHINGTON	**2**			**2**														
2210-Information Technology Management	2			2														
WASHINGTON,DC	**270**	**53**	**66**	**247**														
1035-Public Affairs	1																	
1101-General Business and Industry	3			3														
1301-General Physical Science	1	1		1														

1529-Mathematical Statistics	1	1		1
2210-Information Technology Management	92	17	15	82
28-Environmental Protection Specialist	14	3	2	14
301-Miscellaneous Administration and Program	20	2	5	18
306-Government Information Specialist	7	4	2	7
308-Records Management	4	1	1	4
318-Secretary	2		1	1
335-Computer Clerk and Assistant	1			
340-Program Management	5	2	1	5
341-Administrative Officer	1			1
343-Management and Program Analysis	104	20	35	98
399-Administration and Office Support Student Trainee	1			1
501-Financial Administration and Program	1	1		1
510-Accounting	3	1	1	3
560-Budget Analysis	6		3	6
905-General Attorney	1			1
#N/A	2			
Grand Total	**342**	**71**	**81**	**312**

OGC	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CINCINNATI,OHIO	**2**		**1**	**2**														
905-General Attorney	2		1	2														
DURHAM,NORTH CAROLINA	**2**	**2**		**2**														
905-General Attorney	2	2		2														
SAN DIEGO,CALIFORNIA	**1**		**1**	**1**														
905-General Attorney	1		1	1														
WASHINGTON,DC	**223**	**35**	**49**	**178**														
1222-Patent Attorney	1		1	1														
1860-Equal Opportunity Investigation	1	1		1														
2210-Information Technology Management	4		1	4														
28-Environmental Protection Specialist	3	1		2														
301-Miscellaneous Administration and Program	13	4	3	13														
306-Government Information Specialist	1			1														
340-Program Management	2	1	1	2														
341-Administrative Officer	1			1														
343-Management and Program Analysis	8	1		7														
344-Management and Program Clerical and Assistance	9	1	2	4														
360-Equal Opportunity Compliance	2	1	1	2														
560-Budget Analysis	1			1														
905-General Attorney	173	25	37	136														
950-Paralegal Specialist	2		1	1														
#N/A	2		2	2														
Grand Total	**228**	**37**	**51**	**183**														

OLEM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**269**	**65**	**71**	**234**														
1035-Public Affairs	4			4														
110-Economist	9		1	3														
1301-General Physical Science	35	11	7	32														
1320-Chemistry	5	1	2	4														
1350-Geology	2	1		2														
2210-Information Technology Management	13	1	3	12														
28-Environmental Protection Specialist	74	19	25	71														
301-Miscellaneous Administration and Program	3	2	1	3														
303-Miscellaneous Clerk and Assistant	2	2		2														
318-Secretary	1			1														
340-Program Management	9	3	5	8														
343-Management and Program Analysis	64	17	16	59														
344-Management and Program Clerical and Assistance	2		1	2														
401-General Natural Resources Management and Biological Sciences	7			1														
415-Toxicology	1																	
601-General Health Science	5	1	1	4														
819-Environmental Engineering	22	4	6	18														
881-Petroleum Engineering	1	1		1														
893-Chemical Engineering	10	2	3	7														
ATHENS,GEORGIA	**1**	**1**		**1**														
1301-General Physical Science	1	1		1														
BOSTON,MASSACHUSETTS	**3**	**1**		**3**														
28-Environmental Protection Specialist	2	1		2														
819-Environmental Engineering	1			1														
CINCINNATI,OHIO	**7**	**3**	**2**	**7**														
1301-General Physical Science	2	1		2														
1306-Health Physics	2	1	1	2														
28-Environmental Protection Specialist	1		1	1														
401-General Natural Resources Management and Biological Sciences	1	1		1														
819-Environmental Engineering	1			1														
DENVER,COLORADO	**1**			**1**														
819-Environmental Engineering	1			1														

DURHAM,NORTH CAROLINA	**4**	**1**		**4**
1320-Chemistry	1	1		1
343-Management and Program Analysis	1			1
830-Mechanical Engineering	1			1
893-Chemical Engineering	1			1
EDISON,NEW JERSEY	**20**	**7**	**2**	**17**
1301-General Physical Science	12	4	1	10
1320-Chemistry	4	2		3
343-Management and Program Analysis	2	1		2
401-General Natural Resources Management and Biological Sciences	1		1	1
819-Environmental Engineering	1			1
ERLANGER,KENTUCKY	**1**			**1**
343-Management and Program Analysis	1			1
KANSAS CITY,KANSAS	**1**			**1**
1320-Chemistry	1			1
LAS VEGAS,NEVADA	**11**	**2**	**2**	**9**
1301-General Physical Science	7	1	1	5
1320-Chemistry	1			1
343-Management and Program Analysis	1	1		1
690-Industrial Hygiene	1			1
819-Environmental Engineering	1		1	1
LENEXA,KANSAS	**2**	**1**	**1**	**2**
1301-General Physical Science	1		1	1
801-General Engineering	1	1		1
NORFOLK,VIRGINIA	**1**			**1**
1301-General Physical Science	1			1
WASHINGTON,DC	**173**	**32**	**56**	**170**
1035-Public Affairs	1			1
110-Economist	1			
1301-General Physical Science	13	1	3	13
1320-Chemistry	1	1		1
2210-Information Technology Management	4		4	4
28-Environmental Protection Specialist	46	3	15	46
301-Miscellaneous Administration and Program	6	2	3	6
318-Secretary	2		1	2
340-Program Management	4		2	4
343-Management and Program Analysis	76	20	23	75
401-General Natural Resources Management and Biological Sciences	3			2

415-Toxicology	2		1	2														
560-Budget Analysis	1	1		1														
601-General Health Science	1		1	1														
819-Environmental Engineering	3	1	1	3														
893-Chemical Engineering	6	1	1	6														
#N/A	3	2	1	3														
Grand Total	**494**	**113**	**134**	**451**														

ORD	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade: 1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
ADA,OKLAHOMA	**44**	**12**	**9**	**42**														
1102-Contracting	2		2	2														
1301-General Physical Science	14	3	1	13														
1311-Physical Science Technician	2			2														
1315-Hydrology	7	2	3	7														
1316-Hydrologic Technician	2			2														
1320-Chemistry	1			1														
1350-Geology	1			1														
301-Miscellaneous Administration and Program	2	1		2														
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	3	2	1	3														
408-Ecology	3	1	1	3														
470-Soil Science	2	1		2														
819-Environmental Engineering	2	1		2														
893-Chemical Engineering	1		1	1														
899-Engineering and Architecture Student Trainee	1																	
ANN ARBOR,MICHIGAN	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
ARLINGTON,VIRGINIA	**104**	**26**	**14**	**97**														
1035-Public Affairs	1			1														
110-Economist	1	1		1														
1301-General Physical Science	21	5	3	21														
1315-Hydrology	1	1		1														
150-Geography	1			1														
1529-Mathematical Statistics	5	1	1	5														
1530-Statistics	5	2		5														
2210-Information Technology Management	1			1														
28-Environmental Protection Specialist	2	1		2														
301-Miscellaneous Administration and Program	9	3	2	9														
340-Program Management	3	2	1	3														
341-Administrative Officer	2	1	1	2														
343-Management and Program Analysis	12	4	4	10														
401-General Natural Resources Management and Biological Sciences	16	2		14														

408-Ecology	5		1	5
415-Toxicology	7	2		7
601-General Health Science	9	1		6
819-Environmental Engineering	3		1	3
ATHENS,GEORGIA	**38**	**12**	**2**	**37**
1301-General Physical Science	3	2	1	3
1315-Hydrology	1			1
1320-Chemistry	11	4		11
1550-Computer Science	2	1		2
1640-Facility Operations Services	1	1		1
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	1			1
340-Program Management	1			
343-Management and Program Analysis	2			2
401-General Natural Resources Management and Biological Sciences	4	2		4
403-Microbiology	1		1	1
408-Ecology	3	1		3
415-Toxicology	1			1
560-Budget Analysis	1			1
819-Environmental Engineering	4	1		4
854-Computer Engineering	1			1
ATLANTA,GEORGIA	**2**		**2**	**2**
301-Miscellaneous Administration and Program	1		1	1
819-Environmental Engineering	1		1	1
BOSTON,MASSACHUSETTS	**4**	**1**		**3**
1301-General Physical Science	1			1
28-Environmental Protection Specialist	1	1		1
401-General Natural Resources Management and Biological Sciences	1			
819-Environmental Engineering	1			1
CHAPEL HILL,NORTH CAROLI	**33**	**12**	**3**	**27**
1301-General Physical Science	2	1		1
1320-Chemistry	1		1	1
1530-Statistics	1			1
2210-Information Technology Management	1	1		1
318-Secretary	1	1		1
341-Administrative Officer	1			
401-General Natural Resources Management and Biological Sciences	11	3	2	9
403-Microbiology	1	1		1

404-Biological Science Technician	1	1		1
601-General Health Science	9	2		7
602-Medical Officer	2	2		2
610-Nurse	2			2
CHICAGO,ILLINOIS	**1**		**1**	**1**
1301-General Physical Science	1		1	1
CINCINNATI,OHIO	**313**	**83**	**56**	**294**
1035-Public Affairs	4		2	4
110-Economist	4	1		4
1301-General Physical Science	38	10	6	36
1306-Health Physics	2		1	2
1311-Physical Science Technician	5	2	1	5
1315-Hydrology	2			2
1320-Chemistry	23	2	3	23
1515-Operations Research	1			1
1529-Mathematical Statistics	2	2		2
1530-Statistics	2	2		2
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	4	4		4
28-Environmental Protection Specialist	4			4
301-Miscellaneous Administration and Program	7	2	3	6
308-Records Management	1			1
318-Secretary	4	2	1	3
340-Program Management	2		2	2
341-Administrative Officer	3	1		3
343-Management and Program Analysis	24	6	9	24
401-General Natural Resources Management and Biological Sciences	51	13	3	49
403-Microbiology	23	7	2	22
404-Biological Science Technician	5	1		3
408-Ecology	10	2		9
415-Toxicology	8	2	1	7
440-Genetics	1			1
470-Soil Science	2		1	1
499-Biological Science Student Trainee	1			
560-Budget Analysis	6	4		5
601-General Health Science	5	3	1	5
690-Industrial Hygiene	2			2
801-General Engineering	4		2	4

802-Engineering Technical	5		1	5
80-Security Administration	1	1		1
819-Environmental Engineering	34	12	6	31
830-Mechanical Engineering	3	2	1	3
854-Computer Engineering	1		1	1
893-Chemical Engineering	17	2	9	16
899-Engineering and Architecture Student Trainee	1			
CORVALLIS,OREGON	**46**	**19**	**2**	**43**
110-Economist	1			1
1301-General Physical Science	3	3		3
1320-Chemistry	1	1		1
1530-Statistics	3	2		3
1550-Computer Science	1			1
1640-Facility Operations Services	1			1
18-Safety and Occupational Health Management	1			
2210-Information Technology Management	1			1
28-Environmental Protection Specialist	1	1		1
301-Miscellaneous Administration and Program	2	1		2
343-Management and Program Analysis	2			1
401-General Natural Resources Management and Biological Sciences	10	3		9
408-Ecology	13	7	1	13
435-Plant Physiology	2		1	2
470-Soil Science	1			1
482-Fish Biology	1			1
499-Biological Science Student Trainee	1			1
501-Financial Administration and Program	1	1		1
DALLAS,TEXAS	**1**			**1**
1301-General Physical Science	1			1
DENVER,COLORADO	**5**	**1**		**5**
1301-General Physical Science	1			1
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	2			2
601-General Health Science	1	1		1
DULUTH,MINNESOTA	**58**	**17**	**21**	**58**
1301-General Physical Science	2	1		2
1320-Chemistry	13	5	5	13
1640-Facility Operations Services	1		1	1
2210-Information Technology Management	1			1

341-Administrative Officer	1			1
343-Management and Program Analysis	2		1	2
401-General Natural Resources Management and Biological Sciences	23	5	11	23
404-Biological Science Technician	1	1		1
408-Ecology	7	3	1	7
415-Toxicology	6	2	1	6
690-Industrial Hygiene	1		1	1
DURHAM,NORTH CAROLINA	**530**	**138**	**110**	**494**
101-Social Science	1			1
1035-Public Affairs	4	1	1	3
1101-General Business and Industry	1			1
1102-Contracting	1			
1301-General Physical Science	130	24	19	119
1306-Health Physics	3	1		3
1311-Physical Science Technician	1			1
1315-Hydrology	1			1
1320-Chemistry	28	8	7	27
1350-Geology	1	1		1
1399-Physical Science Student Trainee	1			
1412-Technical Information Services	2			1
150-Geography	1			
1529-Mathematical Statistics	4	3		4
1530-Statistics	3		1	2
1550-Computer Science	4		1	2
1640-Facility Operations Services	1	1		1
180-Psychology	2			2
184-Sociology	1			
2210-Information Technology Management	14	5	2	13
28-Environmental Protection Specialist	6	1	1	4
301-Miscellaneous Administration and Program	12	3	2	12
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	1	1		1
340-Program Management	6	2	3	6
341-Administrative Officer	8	4	2	7
343-Management and Program Analysis	55	8	27	55
399-Administration and Office Support Student Trainee	1			1
401-General Natural Resources Management and Biological Sciences	117	34	33	115
403-Microbiology	3	1		3

404-Biological Science Technician	1	1		1
408-Ecology	7	2	1	7
413-Physiology	2	1		2
415-Toxicology	30	9	3	24
560-Budget Analysis	13	2		13
601-General Health Science	16	2		15
602-Medical Officer	1	1		1
690-Industrial Hygiene	2			2
801-General Engineering	4	1	2	4
802-Engineering Technical	10	5		9
819-Environmental Engineering	22	9	4	21
830-Mechanical Engineering	2	1		2
856-Electronics Technical	1	1		1
858-Bioengineering and Biomedical Engineering	1		1	1
893-Chemical Engineering	3	3		3
#N/A	1	1		1
EDISON,NEW JERSEY	**8**	**5**	**2**	**8**
1301-General Physical Science	1	1		1
28-Environmental Protection Specialist	1	1		1
343-Management and Program Analysis	1		1	1
401-General Natural Resources Management and Biological Sciences	1	1		1
601-General Health Science	1	1		1
819-Environmental Engineering	2		1	2
893-Chemical Engineering	1	1		1
GROSSE ILE,MICHIGAN	**2**			**2**
819-Environmental Engineering	2			2
GULF BREEZE,FLORIDA	**58**	**12**	**13**	**50**
101-Social Science	1			
1102-Contracting	2	1		
1301-General Physical Science	1			1
1320-Chemistry	2	1	1	2
150-Geography	1			
1601-Equipment, Facilities, and Services	1		1	1
1640-Facility Operations Services	1		1	1
2001-General Supply	1		1	1
2210-Information Technology Management	2		1	2
301-Miscellaneous Administration and Program	1		1	1
341-Administrative Officer	1			1

343-Management and Program Analysis	2	1	1	2
401-General Natural Resources Management and Biological Sciences	23	5	3	19
403-Microbiology	5	2	2	5
404-Biological Science Technician	1		1	1
408-Ecology	10	2		10
415-Toxicology	1			1
560-Budget Analysis	1			1
690-Industrial Hygiene	1			1
GULF,FLORIDA	**1**	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1	1		1
HAMPTON,VIRGINIA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
LAKEWOOD,COLORADO	**1**			**1**
343-Management and Program Analysis	1			1
LAS VEGAS,NEVADA	**41**	**15**	**12**	**37**
1102-Contracting	1			
1301-General Physical Science	13	6	3	13
1311-Physical Science Technician	1			1
1320-Chemistry	7	2	2	7
1530-Statistics	1	1		1
1550-Computer Science	1		1	1
1640-Facility Operations Services	1			1
2210-Information Technology Management	2	1		2
28-Environmental Protection Specialist	1		1	1
301-Miscellaneous Administration and Program	3	1	2	2
343-Management and Program Analysis	4	2	2	4
401-General Natural Resources Management and Biological Sciences	1	1		1
408-Ecology	3	1	1	3
560-Budget Analysis	1			
690-Industrial Hygiene	1			
LENEXA,KANSAS	**1**			**1**
1301-General Physical Science	1			1
LOS ANGELES,CALIFORNIA	**3**		**2**	**3**
1301-General Physical Science	1			1
1315-Hydrology	1		1	1
819-Environmental Engineering	1		1	1
NARRAGANSETT,RHODE ISLAN	**66**	**27**	**17**	**61**
1087-Editorial Assistance	1	1		1

1102-Contracting	1	1		1
110-Economist	2			1
1301-General Physical Science	15	7	8	15
1311-Physical Science Technician	2			1
1320-Chemistry	3	3		3
1360-Oceanography	2	2		2
1550-Computer Science	1	1		1
1640-Facility Operations Services	2		1	1
2210-Information Technology Management	1	1		1
301-Miscellaneous Administration and Program	1			1
341-Administrative Officer	1		1	1
343-Management and Program Analysis	2			
401-General Natural Resources Management and Biological Sciences	19	8	5	19
404-Biological Science Technician	1			1
408-Ecology	10	2	2	10
560-Budget Analysis	1	1		1
690-Industrial Hygiene	1			1
NEW YORK, NEW YORK	**1**			**1**
1301-General Physical Science	1			1
NEWPORT,OREGON	**10**	**4**		**10**
1301-General Physical Science	1			1
1360-Oceanography	1			1
150-Geography	1	1		1
401-General Natural Resources Management and Biological Sciences	4	2		4
408-Ecology	2			2
482-Fish Biology	1	1		1
NORWOOD,OHIO	**1**			**1**
301-Miscellaneous Administration and Program	1			1
OAKLAND,CALIFORNIA	**1**			**1**
#N/A	1			1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
819-Environmental Engineering	1			1
SAN FRANCISCO,CALIFORNIA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
SEATTLE,WASHINGTON	**3**		**1**	**3**
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	1		1	1
415-Toxicology	1			1

SILVER SPRING,MARYLAND	**1**			**1**
414-Entomology	1			1
ST PAUL,MINNESOTA	**1**			**1**
1301-General Physical Science	1			1
ST PETERSBURG,FLORIDA	**1**			**1**
408-Ecology	1			1
WASHINGTON,DC	**196**	**32**	**53**	**171**
1035-Public Affairs	2			2
1082-Writing and Editing	1		1	1
1101-General Business and Industry	2		1	2
1301-General Physical Science	31	4	11	29
1399-Physical Science Student Trainee	1			
190-General Anthropology	1			
2210-Information Technology Management	8		5	7
28-Environmental Protection Specialist	4	1		4
301-Miscellaneous Administration and Program	18	4	6	17
318-Secretary	1	1		1
340-Program Management	3	1	2	3
341-Administrative Officer	2			2
343-Management and Program Analysis	56	6	13	49
344-Management and Program Clerical and Assistance	1			1
399-Administration and Office Support Student Trainee	7			
401-General Natural Resources Management and Biological Sciences	28	9	4	25
403-Microbiology	1			1
408-Ecology	1			1
415-Toxicology	1			1
501-Financial Administration and Program	2		1	2
560-Budget Analysis	12	1	6	12
601-General Health Science	3		1	3
602-Medical Officer	1			
801-General Engineering	1	1		1
819-Environmental Engineering	6	3	1	5
#N/A	2	1	1	2
WILMINGTON,NORTH CAROLIN	**1**		**1**	**1**
2210-Information Technology Management	1		1	1
Grand Total	**1580**	**417**	**324**	**1463**

OCSPP	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANN ARBOR,MICHIGAN	**1**			**1**														
401-General Natural Resources Management and Biological Sciences	1			1														
ARLINGTON,VIRGINIA	**588**	**113**	**133**	**527**														
1001-General Arts and Information	1	1		1														
110-Economist	12	3	1	10														
1301-General Physical Science	21	3	4	17														
1320-Chemistry	62	17	12	55														
150-Geography	1			1														
1529-Mathematical Statistics	1			1														
1530-Statistics	3		2	3														
2210-Information Technology Management	20	3	8	19														
28-Environmental Protection Specialist	142	25	33	130														
301-Miscellaneous Administration and Program	20	3	7	20														
303-Miscellaneous Clerk and Assistant	2	1		2														
306-Government Information Specialist	8	1	1	8														
326-Office Automation Clerical and Assistance	1		1	1														
340-Program Management	8	2	4	8														
343-Management and Program Analysis	42	12	21	42														
399-Administration and Office Support Student Trainee	1			1														
401-General Natural Resources Management and Biological Sciences	156	26	32	142														
403-Microbiology	5	2	1	5														
405-Pharmacology	2			2														
408-Ecology	3			3														
414-Entomology	7			5														
415-Toxicology	19	5		15														
430-Botany	1	1		1														
434-Plant Pathology	3	2		3														
440-Genetics	1	1		1														
471-Agronomy	2	1	1	2														
482-Fish Biology	1			1														
486-Wildlife Biology	4		2	4														
499-Biological Science Student Trainee	2			2														
560-Budget Analysis	1			1														

601-General Health Science	5	1		3
690-Industrial Hygiene	5		2	5
701-Veterinary Medical Science	1			1
819-Environmental Engineering	8	3	1	8
905-General Attorney	1			
99-General Student Trainee	15			3
#N/A	1			1
ATHENS,GEORGIA	**2**		**1**	**2**
28-Environmental Protection Specialist	1		1	1
401-General Natural Resources Management and Biological Sciences	1			1
CANADA	**1**			**1**
408-Ecology	1			1
CHICAGO,ILLINOIS	**1**	**1**		**1**
28-Environmental Protection Specialist	1	1		1
DALLAS,TEXAS	**4**	**1**		**4**
28-Environmental Protection Specialist	4	1		4
DRAKESVILLE,IOWA	**1**		**1**	**1**
1320-Chemistry	1		1	1
DURHAM,NORTH CAROLINA	**2**			**2**
1320-Chemistry	1			1
560-Budget Analysis	1			1
FORT MEADE,MARYLAND	**18**	**5**	**4**	**17**
1320-Chemistry	8	2	1	7
28-Environmental Protection Specialist	2	1	1	2
343-Management and Program Analysis	1	1		1
401-General Natural Resources Management and Biological Sciences	2		1	2
403-Microbiology	5	1	1	5
GAINESVILLE,FLORIDA	**1**		**1**	**1**
28-Environmental Protection Specialist	1		1	1
GULF BREEZE,FLORIDA	**1**			**1**
1529-Mathematical Statistics	1			1
NEW YORK, NEW YORK	**1**			**1**
1320-Chemistry	1			1
SAN FRANCISCO,CALIFORNIA	**2**	**1**		**2**
28-Environmental Protection Specialist	1			1
401-General Natural Resources Management and Biological Sciences	1	1		1
SANTURCE,PUERTO RICO	**1**		**1**	**1**
1320-Chemistry	1		1	1

WASHINGTON,DC	**370**	**82**	**84**	**314**
1035-Public Affairs	2		1	2
1082-Writing and Editing	2	2		2
110-Economist	9		2	6
1301-General Physical Science	18	4		14
1320-Chemistry	22	6	5	18
1412-Technical Information Services	1	1		1
1530-Statistics	1	1		1
2210-Information Technology Management	18	5	2	15
28-Environmental Protection Specialist	114	24	22	99
301-Miscellaneous Administration and Program	26	9	10	26
303-Miscellaneous Clerk and Assistant	1	1		1
306-Government Information Specialist	1		1	1
318-Secretary	1	1		1
340-Program Management	9	1	8	9
341-Administrative Officer	2	1		2
343-Management and Program Analysis	43	8	15	42
401-General Natural Resources Management and Biological Sciences	38	4	3	21
403-Microbiology	3	3		3
408-Ecology	1	1		1
415-Toxicology	20	3	1	17
482-Fish Biology	1			1
501-Financial Administration and Program	1		1	1
560-Budget Analysis	2		2	2
601-General Health Science	2		1	1
690-Industrial Hygiene	2	1		2
819-Environmental Engineering	4		2	4
893-Chemical Engineering	14	3	5	12
905-General Attorney	9	1	3	6
#N/A	3	2		3
Grand Total	**994**	**203**	**225**	**876**

OW	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comment
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ARLINGTON,VIRGINIA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
CINCINNATI,OHIO	**31**	**2**	**4**	**30**														
1301-General Physical Science	3			3														
1320-Chemistry	8		1	7														
1350-Geology	1			1														
28-Environmental Protection Specialist	4	1	1	4														
318-Secretary	1			1														
341-Administrative Officer	1		1	1														
343-Management and Program Analysis	1			1														
401-General Natural Resources Management and Biological Sciences	1			1														
403-Microbiology	2	1		2														
601-General Health Science	1			1														
819-Environmental Engineering	8		1	8														
MONTCLAIR,NEW JERSEY	**1**			**1**														
28-Environmental Protection Specialist	1			1														
WASHINGTON,DC	**547**	**101**	**90**	**470**														
1035-Public Affairs	8		1	8														
1109-Grants Management	1	1		1														
110-Economist	10	1	1	9														
1160-Financial Analysis	12			6														
1301-General Physical Science	73	9	4	51														
1315-Hydrology	1	1		1														
1320-Chemistry	4	1	1	3														
1350-Geology	2	1		2														
1515-Operations Research	1		1	1														
1529-Mathematical Statistics	2	1		1														
2210-Information Technology Management	28	6	3	25														
28-Environmental Protection Specialist	167	27	33	164														
301-Miscellaneous Administration and Program	22	9	3	21														
303-Miscellaneous Clerk and Assistant	1	1		1														
340-Program Management	16	7	5	16														
343-Management and Program Analysis	78	21	24	74														

344-Management and Program Clerical and Assistance	1	1		1														
401-General Natural Resources Management and Biological Sciences	39	4	3	24														
403-Microbiology	6	1	1	6														
408-Ecology	8			1														
415-Toxicology	3	1		1														
560-Budget Analysis	3		2	3														
601-General Health Science	3	1	1	2														
801-General Engineering	1	1		1														
819-Environmental Engineering	44	3	6	34														
893-Chemical Engineering	5	1	1	5														
905-General Attorney	8	2		8														
Grand Total	**580**	**103**	**94**	**502**														

Region 1	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BOSTON,MASSACHUSETTS	**511**	**120**	**185**	**473**														
1035-Public Affairs	11	1	5	11														
1101-General Business and Industry	2			2														
1102-Contracting	7			5														
1109-Grants Management	8	4	2	7														
1160-Financial Analysis	2		1	2														
1301-General Physical Science	72	18	22	70														
1306-Health Physics	1			1														
1315-Hydrology	2		1	2														
1350-Geology	1	1		1														
1399-Physical Science Student Trainee	1																	
1810-General Investigating	1	1		1														
18-Safety and Occupational Health Management	2			1														
201-Human Resources Management	5	2	2	5														
2210-Information Technology Management	19	4	6	19														
260-Equal Employment Opportunity	1			1														
28-Environmental Protection Specialist	85	22	39	84														
29-Environmental Protection Assistant	8	2	5	8														
301-Miscellaneous Administration and Program	9	2	3	9														
303-Miscellaneous Clerk and Assistant	2	1		2														
304-Information Receptionist	1	1		1														
306-Government Information Specialist	1		1	1														
318-Secretary	4	1	1	4														
326-Office Automation Clerical and Assistance	2	1		2														
340-Program Management	8	3	5	8														
342-Support Services Administration	3	1		3														
343-Management and Program Analysis	13	3	5	13														
344-Management and Program Clerical and Assistance	1		1	1														
399-Administration and Office Support Student Trainee	1																	
401-General Natural Resources Management and Biological Sciences	29	4	6	18														
499-Biological Science Student Trainee	9			2														
501-Financial Administration and Program	9		3	8														
510-Accounting	3		1	3														

525-Accounting Technician	1		1	1
560-Budget Analysis	4	2	2	4
80-Security Administration	1			1
819-Environmental Engineering	121	29	56	116
899-Engineering and Architecture Student Trainee	2			
905-General Attorney	54	17	17	53
950-Paralegal Specialist	3			3
99-General Student Trainee	2			
CHELMSFORD,MASSACHUSETTS	**4**			**2**
1301-General Physical Science	2			1
819-Environmental Engineering	2			1
LEXINGTON,MASSACHUSETTS	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
NORTH CHELMSFORD,MASSACH	**51**	**17**	**15**	**45**
1301-General Physical Science	11	6	1	10
1320-Chemistry	16	5	6	14
1399-Physical Science Student Trainee	1			
18-Safety and Occupational Health Management	1			1
2210-Information Technology Management	1		1	1
28-Environmental Protection Specialist	2		2	2
318-Secretary	1	1		1
340-Program Management	1	1		1
342-Support Services Administration	2			2
343-Management and Program Analysis	1		1	1
401-General Natural Resources Management and Biological Sciences	5	3		5
819-Environmental Engineering	8	1	4	7
899-Engineering and Architecture Student Trainee	1			
Grand Total	**567**	**137**	**201**	**521**

Region 2	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ALBANY,NEW YORK	**5**	**1**		**4**														
1035-Public Affairs	1			1														
1301-General Physical Science	2	1		2														
819-Environmental Engineering	2			1														
BUFFALO,NEW YORK	**1**																	
1301-General Physical Science	1																	
EDISON,NEW JERSEY	**143**	**34**	**45**	**130**														
1301-General Physical Science	66	15	29	63														
1320-Chemistry	19	6	3	16														
1350-Geology	1		1	1														
28-Environmental Protection Specialist	4	1		4														
303-Miscellaneous Clerk and Assistant	2	2		2														
318-Secretary	4		2	4														
401-General Natural Resources Management and Biological Sciences	20	3	3	14														
403-Microbiology	4			4														
690-Industrial Hygiene	1			1														
801-General Engineering	2	1		2														
819-Environmental Engineering	19	6	6	18														
830-Mechanical Engineering	1		1	1														
GUAYNABO,PUERTO RICO	**19**	**2**	**3**	**16**														
1035-Public Affairs	1			1														
1301-General Physical Science	6	1		6														
318-Secretary	2		2	2														
819-Environmental Engineering	7	1	1	6														
905-General Attorney	2			1														
#N/A	1																	
NEW YORK, NEW YORK	**582**	**159**	**181**	**542**														
1035-Public Affairs	14	3	4	13														
1102-Contracting	9	4	2	9														
1109-Grants Management	11	2	3	11														
1160-Financial Analysis	1	1		1														
1301-General Physical Science	107	20	41	97														
1306-Health Physics	2	1		2														

1315-Hydrology	4	3		4
1320-Chemistry	1	1		1
1350-Geology	15	9	2	14
1550-Computer Science	2			2
1810-General Investigating	1			
201-Human Resources Management	7	2	2	7
2210-Information Technology Management	12	3	2	12
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	41	9	11	41
301-Miscellaneous Administration and Program	4	3		4
303-Miscellaneous Clerk and Assistant	12	2	8	12
306-Government Information Specialist	3		2	2
308-Records Management	2		1	1
318-Secretary	26	3	14	26
326-Office Automation Clerical and Assistance	1	1		1
340-Program Management	8	3	2	7
341-Administrative Officer	1	1		1
342-Support Services Administration	1			
343-Management and Program Analysis	8	2	1	8
401-General Natural Resources Management and Biological Sciences	33	6	2	23
415-Toxicology	1	1		1
501-Financial Administration and Program	4		1	4
505-Financial Management	1			1
510-Accounting	9		5	9
525-Accounting Technician	3		2	3
560-Budget Analysis	5		4	5
801-General Engineering	1	1		1
808-Architecture	1			1
819-Environmental Engineering	147	45	51	139
901-General Legal and Kindred Administration	1			1
905-General Attorney	76	30	17	71
950-Paralegal Specialist	5	3	2	5
963-Legal Instruments Examining	1		1	1
NEW YORK,NEW YORK	**2**		**1**	**2**
1035-Public Affairs	1		1	1
401-General Natural Resources Management and Biological Sciences	1			1
NIAGARA FALLS,NEW YORK	**1**	**1**		**1**
1035-Public Affairs	1	1		1

SAN JUAN,PUERTO RICO	**3**	**1**		**3**
510-Accounting	1			1
819-Environmental Engineering	1	1		1
905-General Attorney	1			1
SANTURCE,PUERTO RICO	**24**	**6**	**6**	**24**
1301-General Physical Science	6	1	1	6
1350-Geology	1			1
318-Secretary	1	1		1
401-General Natural Resources Management and Biological Sciences	1		1	1
819-Environmental Engineering	14	4	4	14
905-General Attorney	1			1
ST THOMAS,VIRGIN ISLANDS	**2**		**1**	**2**
401-General Natural Resources Management and Biological Sciences	1			1
819-Environmental Engineering	1		1	1
STAMFORD,CONNECTICUT	**1**	**1**		**1**
1301-General Physical Science	1	1		1
VIEQUES, VIEQUES,PUERTO	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
Grand Total	**784**	**205**	**238**	**726**

Region 3	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ANNAPOLIS JUNC,MARYLAND	**1**			**1**														
28-Environmental Protection Specialist	1			1										0	0	0	0	
ANNAPOLIS,MARYLAND	**21**	**6**	**6**	**20**														
1035-Public Affairs	1													0	0	0	0	
1301-General Physical Science	5	1	3	5					1	2	1			4	2	2	0	
28-Environmental Protection Specialist	9	1	3	9					1	2	2			5	2	2	0	
318-Secretary	1	1		1		1								1	1	1	0	
340-Program Management	2	2		2							1			1	1	1	0	
341-Administrative Officer	1			1										0	0	0	0	
343-Management and Program Analysis	1	1		1										0	0	0	0	
819-Environmental Engineering	1			1										0	0	0	0	
BLUEMONT,VIRGINIA	**1**			**1**														
819-Environmental Engineering	1			1										0	0	0	0	
CHARLESTON,WEST VIRGINIA	**2**			**2**														
301-Miscellaneous Administration and Program	1			1										0	0	0	0	
905-General Attorney	1			1										0	0	0	0	
FORT MEADE,MARYLAND	**45**	**11**	**9**	**38**														
1301-General Physical Science	16	5	4	16				1	5	2	1			9	2	2	0	
1320-Chemistry	15	3	3	11					4	1				5	2	2	0	
1399-Physical Science Student Trainee	1			1										0	0	0	0	
18-Safety and Occupational Health Management	1													0	0	0	0	
2210-Information Technology Management	1			1					1					1	1	1	0	
301-Miscellaneous Administration and Program	2		1	1						1				1	1	1	0	
342-Support Services Administration	1			1										0	0		0	
401-General Natural Resources Management and Biological Sciences	4	1		3					1					1	1	1	0	
819-Environmental Engineering	3	2		3				1		1				2	1	1	0	
905-General Attorney	1		1	1							1			1	1	1	0	
HERNDON,VIRGINIA	**1**		**1**	**1**														
905-General Attorney	1		1	1						1				1	1	1	0	
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**	**643**														
1035-Public Affairs	19	6	3	19				1	7	2				10	4	3	1	
1101-General Business and Industry	1			1										0	0	0	0	
1102-Contracting	12	5	2	12										0	0	0	0	

1109-Grants Management	11	4	3	9				4	3					7	2	1	1	
1160-Financial Analysis	5	2		5					2					2	1	1	0	
1301-General Physical Science	154	26	28	130				1	41	9	4			55	17	14	3	
1306-Health Physics	1		1	1						1				1	1	1	0	
1315-Hydrology	1	1		1						1				1	1	1	0	
1340-Meteorology	1			1										0	0	0	0	
1350-Geology	5	1	2	5					2	1				3	1	1	0	
1399-Physical Science Student Trainee	4													0	0	0	0	
1810-General Investigating	4	3		4				1	2					3	3	0	3	
18-Safety and Occupational Health Management	1			1										0	0	0	0	
201-Human Resources Management	12	3	1	10				1	2	1				4	2	1	1	
2210-Information Technology Management	19	7	5	19				3	6	1				10	3	2	1	
2299-Information Technology Student Trainee	2													0	0	0	0	
260-Equal Employment Opportunity	1		1	1						1				1	1	1	0	
28-Environmental Protection Specialist	89	29	43	88			9	14	37	8	6			74	1	15	6	
299-Human Resources Management Student Trainee	1			1										0	0	0	0	
29-Environmental Protection Assistant	1		1	1		1								1	1	0	1	
301-Miscellaneous Administration and Program	13	2	6	13			1			3	4			8	3	2	1	
303-Miscellaneous Clerk and Assistant	9	1		9		1								1	1	1	0	
306-Government Information Specialist	1		1	1				1						1	1	1	0	
308-Records Management	1			1										0	0	0	0	
318-Secretary	18	3	9	18		7	6							13	8	5	3	
326-Office Automation Clerical and Assistance	2	2		2		1								1	1	0	1	
340-Program Management	10	4	5	10							5	4		9	5	5	0	
342-Support Services Administration	4	1	3	4			3	1						4	2	1	1	
343-Management and Program Analysis	19	4	3	16			2	2	2	1				7	3	2	1	
350-Equipment Operator	1	1		1		1								1	1	1	0	
401-General Natural Resources Management and Biological Sciences	75	5	4	42					5	3	1			9	3	3	0	
408-Ecology	3	1	1	3					1	1				2	1	0	1	
414-Entomology	1			1										0	0	0	0	
415-Toxicology	9	3	5	9					6	3				9	2	1	1	
457-Soil Conservation	1	1		1					1					1	1	1	0	
499-Biological Science Student Trainee	4													0	0	0	0	
501-Financial Administration and Program	6	4	2	6			1	5						6	2	1	1	
505-Financial Management	1	1		1							1			1	1	1	0	
510-Accounting	8	1	4	7					4	1				5	2	1	1	
525-Accounting Technician	1			1										0	0	0	0	
560-Budget Analysis	1	1		1						1				1	1	1	0	

819-Environmental Engineering	128	33	35	111					49	11	11			71	20	17	3	
893-Chemical Engineering	1		1	1					1					1	1	1	0	
899-Engineering and Architecture Student Trainee	2													0	0	0	0	
905-General Attorney	70	23	27	70						23	27			50	17	13	4	
950-Paralegal Specialist	4	1	1	4				2	1					3	2	1	1	
#N/A	2	1		1										0	0	0	0	
RICHMOND,VIRGINIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1						1				1	1	1	0	
TITUSVILLE,PENNSYLVANIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1					1					1	1	1	0	
WASHINGTON,DC	**1**			**1**														
28-Environmental Protection Specialist	1			1						1				1	1	1	0	
WHEELING,WEST VIRGINIA	**13**	**2**	**2**	**13**														
1301-General Physical Science	2	1		2					1					1	1	1	0	
1315-Hydrology	1	1		1					1					1	1	1	0	
28-Environmental Protection Specialist	2		1	2					1					1	1	1	0	
401-General Natural Resources Management and Biological Sciences	7			7										0	0	0	0	
819-Environmental Engineering	1		1	1					1					1	1	1	0	
Grand Total	**826**	**199**	**217**	**722**										415	139	123	36	

Region 4	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ATHENS,GEORGIA	**85**	**14**	**15**	**71**														
1301-General Physical Science	20	4	5	15														
1311-Physical Science Technician	1	1		1														
1320-Chemistry	20	4	2	17														
18-Safety and Occupational Health Management	1			1														
2210-Information Technology Management	2			1														
28-Environmental Protection Specialist	1			1														
301-Miscellaneous Administration and Program	1	1		1														
318-Secretary	2			1														
341-Administrative Officer	1																	
343-Management and Program Analysis	2			2														
401-General Natural Resources Management and Biological Sciences	18	2	4	16														
415-Toxicology	1			1														
819-Environmental Engineering	15	2	4	14														
ATLANTA,GEORGIA	**806**	**148**	**275**	**730**														
1001-General Arts and Information	1	1		1														
1035-Public Affairs	13		4	10														
1071-Audiovisual Production	2		1	2														
1084-Visual Information	1		1	1														
1101-General Business and Industry	2		2	2														
1102-Contracting	9	1	1	9														
1106-Procurement Clerical and Technician	1	1		1														
1109-Grants Management	10	3	3	9														
1160-Financial Analysis	3	1		3														
1301-General Physical Science	158	27	61	147														
1315-Hydrology	5	1		3														
1320-Chemistry	1			1														
1350-Geology	2	2		2														
150-Geography	1																	
1810-General Investigating	5	1	3	5														
201-Human Resources Management	6	2	2	6														
2210-Information Technology Management	12	2	5	12														
260-Equal Employment Opportunity	2		1	2														

28-Environmental Protection Specialist	58	12	25	52												
29-Environmental Protection Assistant	1		1	1												
301-Miscellaneous Administration and Program	23	4	8	20												
303-Miscellaneous Clerk and Assistant	15	6	2	14												
306-Government Information Specialist	11	3	7	9												
308-Records Management	2			1												
318-Secretary	11	3	6	10												
326-Office Automation Clerical and Assistance	1			1												
335-Computer Clerk and Assistant	1		1	1												
340-Program Management	12	4	6	11												
341-Administrative Officer	3		2	3												
342-Support Services Administration	3			3												
343-Management and Program Analysis	24	2	15	22												
3502-Laboring	1			1												
401-General Natural Resources Management and Biological Sciences	91	14	15	77												
408-Ecology	2			2												
415-Toxicology	4		3	4												
499-Biological Science Student Trainee	1															
501-Financial Administration and Program	7	3	4	7												
505-Financial Management	1		1	1												
510-Accounting	2		1	2												
560-Budget Analysis	11	4	3	8												
5703-Motor Vehicle Operating	2			2												
601-General Health Science	1		1	1												
690-Industrial Hygiene	1			1												
801-General Engineering	1	1		1												
80-Security Administration	2			1												
819-Environmental Engineering	212	39	70	195												
840-Nuclear Engineering	1		1	1												
905-General Attorney	65	10	18	60												
950-Paralegal Specialist	1	1		1												
986-Legal Assistance	1		1	1												
BAY ST LOUIS,MISSISSIPPI	**11**	**1**	**3**	**11**												
1301-General Physical Science	2		1	2												
28-Environmental Protection Specialist	1			1												
340-Program Management	2		2	2												
343-Management and Program Analysis	3	1		3												
401-General Natural Resources Management and Biological Sciences	2			2												

819-Environmental Engineering	1			1
CHARLOTTE,NORTH CAROLINA	**1**			**1**
819-Environmental Engineering	1			1
CRAWFORDVILLE,FLORIDA	**1**			**1**
401-General Natural Resources Management and Biological Sciences	1			1
DURHAM,NORTH CAROLINA	**1**	**1**		**1**
28-Environmental Protection Specialist	1	1		1
GULFPORT,MISSISSIPPI	**3**			**2**
1301-General Physical Science	1			
819-Environmental Engineering	2			2
JACKSON,MISSISSIPPI	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
JACKSON,TENNESSEE	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
JACKSONVILLE,FLORIDA	**1**		**1**	**1**
1301-General Physical Science	1		1	1
LOUISVILLE,KENTUCKY	**1**	**1**		**1**
819-Environmental Engineering	1	1		1
MOBILE,ALABAMA	**1**		**1**	**1**
401-General Natural Resources Management and Biological Sciences	1		1	1
WEST PALM BEACH,FLORIDA	**1**	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1	1		1
Grand Total	**914**	**166**	**297**	**823**

Region 5	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CARTERVILLE,ILLINOIS	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
CHICAGO HTS,ILLINOIS	**1**																	
401-General Natural Resources Management and Biological Sciences	1																	
CHICAGO,ILLINOIS	**1036**	**255**	**296**	**939**														
1035-Public Affairs	18	5	5	18														
1060-Photography	1			1														
1082-Writing and Editing	2	1		2														
1084-Visual Information	2		1	2														
1101-General Business and Industry	2	1		2														
1102-Contracting	20	2	6	18														
1106-Procurement Clerical and Technician	1		1	1														
1109-Grants Management	12	1	3	12														
1160-Financial Analysis	5	2		5														
1301-General Physical Science	201	43	50	180														
1306-Health Physics	2	1	1	2														
1315-Hydrology	3			1														
1320-Chemistry	25	8	1	22														
1340-Meteorology	1		1	1														
1350-Geology	11	5	2	9														
1399-Physical Science Student Trainee	3																	
1530-Statistics	1	1		1														
1702-Education and Training Technician	2	1	1	2														
1750-Instructional Systems	1			1														
1810-General Investigating	5	3	1	4														
18-Safety and Occupational Health Management	3			2														
2001-General Supply	2			1														
201-Human Resources Management	10	3	2	8														
20-Community Planning	4			3														
2210-Information Technology Management	31	6	5	30														
260-Equal Employment Opportunity	4	1	2	4														
28-Environmental Protection Specialist	160	46	73	155														
301-Miscellaneous Administration and Program	24	5	13	24														

303-Miscellaneous Clerk and Assistant	25	9	9	25
305-Mail and File	1			1
306-Government Information Specialist	12	3	5	11
308-Records Management	9	1	4	9
318-Secretary	4		1	3
326-Office Automation Clerical and Assistance	1			1
335-Computer Clerk and Assistant	1	1		1
340-Program Management	22	10	6	22
341-Administrative Officer	5	1	3	5
343-Management and Program Analysis	34	13	8	34
344-Management and Program Clerical and Assistance	3	1	1	3
399-Administration and Office Support Student Trainee	11	1		2
401-General Natural Resources Management and Biological Sciences	42	7	5	36
403-Microbiology	1			1
408-Ecology	3	1		3
415-Toxicology	3	2		3
471-Agronomy	1			1
501-Financial Administration and Program	4	3	1	4
505-Financial Management	1		1	1
510-Accounting	15	5	5	15
560-Budget Analysis	7	1	1	7
599-Financial Management Student Trainee	2			2
601-General Health Science	4	2	1	4
80-Security Administration	2		2	2
819-Environmental Engineering	159	23	43	134
890-Agricultural Engineering	1			1
893-Chemical Engineering	1		1	1
899-Engineering and Architecture Student Trainee	3			
905-General Attorney	94	32	29	89
950-Paralegal Specialist	3	3		3
986-Legal Assistance	1		1	1
999-Legal Occupations Student Trainee	3			1
#N/A	2	1	1	2
CINCINNATI,OHIO	**1**		**1**	**1**
1301-General Physical Science	1		1	1
CLEVELAND,OHIO	**1**			**1**
28-Environmental Protection Specialist	1			1
DETROIT,MICHIGAN	**2**		**1**	**2**

1301-General Physical Science	1		1	1
415-Toxicology	1			1
ELMHURST,ILLINOIS	**1**			**1**
1301-General Physical Science	1			1
FLINT,MICHIGAN	**1**			**1**
1035-Public Affairs	1			1
GREEN BAY,WISCONSIN	**1**			**1**
1301-General Physical Science	1			1
GROSSE ILE,MICHIGAN	**13**		**3**	**11**
1301-General Physical Science	9		1	7
1670-Equipment Services	1			1
303-Miscellaneous Clerk and Assistant	1		1	1
401-General Natural Resources Management and Biological Sciences	2		1	2
INDIANAPOLIS,INDIANA	**2**			**2**
1301-General Physical Science	1			1
401-General Natural Resources Management and Biological Sciences	1			1
MADISON,WISCONSIN	**1**		**1**	**1**
401-General Natural Resources Management and Biological Sciences	1		1	1
MINNEAPOLIS,MINNESOTA	**1**	**1**		**1**
1301-General Physical Science	1	1		1
ST PAUL,MINNESOTA	**1**			
1301-General Physical Science	1			
TRAVERSE CITY,MICHIGAN	**2**	**1**	**1**	**2**
28-Environmental Protection Specialist	1		1	1
819-Environmental Engineering	1	1		1
WESTLAKE,OHIO	**17**	**1**	**5**	**14**
1301-General Physical Science	6	1	2	4
1350-Geology	2		1	2
301-Miscellaneous Administration and Program	1		1	1
401-General Natural Resources Management and Biological Sciences	2			2
819-Environmental Engineering	6		1	5
Grand Total	**1082**	**258**	**309**	**978**

Region 6	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ADA,OKLAHOMA	**1**			**1**														
28-Environmental Protection Specialist	1			1														
DALLAS,TEXAS	**687**	**204**	**158**	**619**														
1001-General Arts and Information	1	1		1														
1035-Public Affairs	11	3	4	9														
1102-Contracting	7	1	1	5														
1109-Grants Management	10		5	9														
1160-Financial Analysis	1			1														
1301-General Physical Science	148	44	22	136														
1306-Health Physics	1	1		1														
1350-Geology	3	1	1	3														
18-Safety and Occupational Health Management	1	1		1														
201-Human Resources Management	6		1	6														
2210-Information Technology Management	9	2	2	8														
260-Equal Employment Opportunity	2	1		2														
28-Environmental Protection Specialist	139	49	41	134														
29-Environmental Protection Assistant	1	1		1														
301-Miscellaneous Administration and Program	19	7	3	18														
306-Government Information Specialist	3	1	2	3														
308-Records Management	1	1		1														
318-Secretary	14	6	5	13														
326-Office Automation Clerical and Assistance	1			1														
340-Program Management	8	6	1	8														
341-Administrative Officer	3	2	1	3														
342-Support Services Administration	7	1	3	6														
343-Management and Program Analysis	21	7	3	20														
344-Management and Program Clerical and Assistance	1	1		1														
391-Telecommunications	2		1	2														
401-General Natural Resources Management and Biological Sciences	49	4	4	23														
415-Toxicology	3	1	1	3														
501-Financial Administration and Program	8	3	2	8														
505-Financial Management	1																	
510-Accounting	3	1	1	3														

560-Budget Analysis	1		1	1
80-Security Administration	1			
819-Environmental Engineering	132	43	39	127
905-General Attorney	63	13	10	55
950-Paralegal Specialist	5	2	3	5
986-Legal Assistance	1		1	1
EL PASO,TEXAS	**6**	**2**	**2**	**6**
1301-General Physical Science	1			1
28-Environmental Protection Specialist	1	1		1
318-Secretary	1	1		1
819-Environmental Engineering	3		2	3
HOUSTON,TEXAS	**41**	**19**	**6**	**40**
1035-Public Affairs	1	1		1
1301-General Physical Science	8	3	4	8
1320-Chemistry	19	10	1	19
1399-Physical Science Student Trainee	2			1
28-Environmental Protection Specialist	1			1
343-Management and Program Analysis	1	1		1
344-Management and Program Clerical and Assistance	1	1		1
401-General Natural Resources Management and Biological Sciences	3	1	1	3
819-Environmental Engineering	4	1		4
905-General Attorney	1	1		1
NEW ORLEANS,LOUISIANA	**1**			**1**
1301-General Physical Science	1			1
PAWHUSKA,OKLAHOMA	**2**	**2**		**2**
819-Environmental Engineering	2	2		2
Grand Total	**738**	**227**	**166**	**669**

Region 7	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
COLUMBUS,KANSAS	**1**			**1**														
401-General Natural Resources Management and Biological Sciences	1			1														
DES MOINES,IOWA	**1**	**1**		**1**														
819-Environmental Engineering	1	1		1														
FENTON,MISSOURI	**3**			**3**														
1301-General Physical Science	2			2														
28-Environmental Protection Specialist	1			1														
KANSAS CITY,KANSAS	**53**	**12**	**9**	**46**														
1301-General Physical Science	14	3	3	12														
1320-Chemistry	17	4	2	16														
1399-Physical Science Student Trainee	1																	
2210-Information Technology Management	1		1	1														
28-Environmental Protection Specialist	4	1	1	4														
318-Secretary	1																	
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	7	1		6														
690-Industrial Hygiene	1	1		1														
819-Environmental Engineering	6	1	2	5														
KANSAS CITY,MISSOURI	**6**	**1**		**6**														
1301-General Physical Science	4			4														
343-Management and Program Analysis	1	1		1														
819-Environmental Engineering	1			1														
LENEXA,KANSAS	**442**	**61**	**101**	**384**														
1035-Public Affairs	11	2	2	10														
1084-Visual Information	2		1	2														
1101-General Business and Industry	2	1		2														
1102-Contracting	10	1	1	10														
1109-Grants Management	6	3		6														
1160-Financial Analysis	1		1	1														
1301-General Physical Science	102	10	21	89														
1340-Meteorology	1																	
1350-Geology	3			2														
1410-Librarian	1	1		1														

2001-General Supply	1			1
2005-Supply Clerical and Technician	1	1		1
201-Human Resources Management	4		3	4
20-Community Planning	2			1
2210-Information Technology Management	9	2		6
260-Equal Employment Opportunity	1			1
28-Environmental Protection Specialist	43	5	13	39
301-Miscellaneous Administration and Program	6	2		6
306-Government Information Specialist	3	2		3
308-Records Management	2		1	2
318-Secretary	15	1	2	15
326-Office Automation Clerical and Assistance	1			1
340-Program Management	11	2	6	11
342-Support Services Administration	2		2	2
343-Management and Program Analysis	29	3	4	27
399-Administration and Office Support Student Trainee	2			1
401-General Natural Resources Management and Biological Sciences	33	2	1	23
408-Ecology	3		1	3
415-Toxicology	1			1
501-Financial Administration and Program	3			2
503-Financial Clerical and Assistance	2		1	2
505-Financial Management	1		1	1
510-Accounting	4		1	4
511-Auditing	1		1	1
560-Budget Analysis	1			1
690-Industrial Hygiene	1			1
801-General Engineering	1		1	1
808-Architecture	1	1		1
80-Security Administration	1			1
819-Environmental Engineering	63	14	25	53
840-Nuclear Engineering	2			2
899-Engineering and Architecture Student Trainee	2			
905-General Attorney	42	8	10	37
950-Paralegal Specialist	5		1	5
99-General Student Trainee	3			
#N/A	1		1	1
NORWOOD,OHIO	**1**		**1**	**1**
560-Budget Analysis	1		1	1

SHALIMAR,FLORIDA	**1**			**1**														
510-Accounting	1			1														
WEBB CITY,MISSOURI	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
Grand Total	**509**	**75**	**112**	**444**														

Region 8	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
BUTTE,MONTANA	**1**	**1**		**1**														
1301-General Physical Science	1	1		1														
DENVER,COLORADO	**486**	**92**	**110**	**451**														
1035-Public Affairs	11	1	1	11														
1101-General Business and Industry	1			1														
1102-Contracting	6		3	5														
1109-Grants Management	7	1	1	7														
1160-Financial Analysis	2		1	2														
1301-General Physical Science	102	21	19	94														
1320-Chemistry	2	1		2														
1350-Geology	1			1														
1530-Statistics	1		1	1														
1640-Facility Operations Services	1			1														
2005-Supply Clerical and Technician	1			1														
201-Human Resources Management	3		1	3														
2210-Information Technology Management	11	2	3	11														
260-Equal Employment Opportunity	1			1														
28-Environmental Protection Specialist	117	20	32	115														
29-Environmental Protection Assistant	1	1		1														
301-Miscellaneous Administration and Program	16	3	4	14														
306-Government Information Specialist	3	1	1	3														
308-Records Management	1			1														
318-Secretary	2			1														
326-Office Automation Clerical and Assistance	1	1		1														
340-Program Management	4		3	4														
343-Management and Program Analysis	19	3	8	19														
401-General Natural Resources Management and Biological Sciences	9		1	6														
403-Microbiology	1			1														
415-Toxicology	9	3		8														
501-Financial Administration and Program	7	2	3	7														
503-Financial Clerical and Assistance	2		1	2														
510-Accounting	6	1	1	5														
601-General Health Science	1			1														

690-Industrial Hygiene	1			1
80-Security Administration	2		1	2
819-Environmental Engineering	86	17	21	79
905-General Attorney	43	12	3	35
950-Paralegal Specialist	2	1		2
986-Legal Assistance	1			
#N/A	2	1	1	2
GOLDEN,COLORADO	**14**	**3**	**4**	**13**
1301-General Physical Science	2	1	1	2
1320-Chemistry	7	2	1	6
2210-Information Technology Management	1			1
301-Miscellaneous Administration and Program	1			1
401-General Natural Resources Management and Biological Sciences	3		2	3
HELENA,MONTANA	**25**	**2**	**12**	**24**
1035-Public Affairs	1			1
1301-General Physical Science	7		4	7
1315-Hydrology	1			1
2210-Information Technology Management	1		1	1
28-Environmental Protection Specialist	5		4	5
301-Miscellaneous Administration and Program	1		1	1
341-Administrative Officer	2	1		2
401-General Natural Resources Management and Biological Sciences	1			1
501-Financial Administration and Program	1		1	1
819-Environmental Engineering	4		1	3
905-General Attorney	1	1		1
LIBBY,MONTANA	**1**		**1**	**1**
819-Environmental Engineering	1		1	1
PIERRE,SOUTH DAKOTA	**1**			**1**
819-Environmental Engineering	1			1
Grand Total	**528**	**98**	**127**	**491**

Region 9	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
CARSON CITY,NEVADA	**3**	**1**	**2**	**3**														
1301-General Physical Science	2	1	1	2														
819-Environmental Engineering	1		1	1														
HONOLULU,HAWAII	**7**	**1**	**3**	**7**														
1035-Public Affairs	1		1	1														
1301-General Physical Science	3	1	1	3														
28-Environmental Protection Specialist	2		1	2														
401-General Natural Resources Management and Biological Sciences	1			1														
LONG BEACH,CALIFORNIA	**2**			**2**														
1301-General Physical Science	1			1														
819-Environmental Engineering	1			1														
LOS ANGELES,CALIFORNIA	**19**	**2**	**3**	**19**														
1035-Public Affairs	1			1														
1301-General Physical Science	1			1														
1810-General Investigating	1			1														
2210-Information Technology Management	1		1	1														
28-Environmental Protection Specialist	8	1	1	8														
318-Secretary	1			1														
343-Management and Program Analysis	1		1	1														
401-General Natural Resources Management and Biological Sciences	2			2														
819-Environmental Engineering	3	1		3														
PACIFICA,CALIFORNIA	**1**			**1**														
343-Management and Program Analysis	1			1														
RICHMOND,CALIFORNIA	**11**	**5**	**2**	**11**														
1301-General Physical Science	3	1	1	3														
1320-Chemistry	4	2		4														
2210-Information Technology Management	1	1		1														
401-General Natural Resources Management and Biological Sciences	3	1	1	3														
SACRAMENTO,CALIFORNIA	**3**		**1**	**3**														
1301-General Physical Science	2		1	2														
401-General Natural Resources Management and Biological Sciences	1			1														
SAN DIEGO,CALIFORNIA	**8**		**4**	**7**														
28-Environmental Protection Specialist	6		2	5														

819-Environmental Engineering	2		2	2
SAN FRANCISCO,CALIFORNIA	**677**	**134**	**193**	**619**
1035-Public Affairs	5		1	4
1071-Audiovisual Production	1			1
1082-Writing and Editing	2	1	1	2
1101-General Business and Industry	7	1	5	7
1102-Contracting	12	3	1	12
1109-Grants Management	13	1	8	12
1301-General Physical Science	99	19	25	84
1320-Chemistry	1		1	1
1370-Cartography	2		1	2
1410-Librarian	1	1		1
150-Geography	1		1	1
1810-General Investigating	1		1	1
18-Safety and Occupational Health Management	1		1	1
201-Human Resources Management	4	3	1	4
2210-Information Technology Management	21	7	11	20
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	201	37	59	192
29-Environmental Protection Assistant	3	1	2	3
301-Miscellaneous Administration and Program	6	1	3	6
303-Miscellaneous Clerk and Assistant	8	3	2	8
306-Government Information Specialist	1			1
308-Records Management	1		1	1
318-Secretary	6	3	1	6
340-Program Management	7	4	2	7
341-Administrative Officer	6	3	2	6
342-Support Services Administration	1		1	1
343-Management and Program Analysis	11	3	3	11
391-Telecommunications	3	1	1	3
401-General Natural Resources Management and Biological Sciences	42	3	6	33
415-Toxicology	3	1	2	3
501-Financial Administration and Program	2	1	1	2
505-Financial Management	1		1	1
510-Accounting	3	1	1	3
560-Budget Analysis	14	4	2	14
561-Budget Clerical and Assistance	1			1
690-Industrial Hygiene	1	1		1

80-Security Administration	2		1	2
819-Environmental Engineering	112	16	28	99
893-Chemical Engineering	1			
905-General Attorney	68	15	15	61
#N/A	1			
SHIPROCK,NEW MEXICO	**1**			**1**
401-General Natural Resources Management and Biological Sciences	1			1
STATELINE,NEVADA	**1**	**1**		**1**
819-Environmental Engineering	1	1		1
TUCSON,ARIZONA	**2**	**1**		**2**
28-Environmental Protection Specialist	2	1		2
YREKA,CALIFORNIA	**1**			**1**
28-Environmental Protection Specialist	1			1
Grand Total	**736**	**145**	**208**	**677**

Region 10	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targeted Positions by Grade: 1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
ANCHORAGE,ALASKA	**27**	**3**	**3**	**27**														
1301-General Physical Science	5			5														
28-Environmental Protection Specialist	14	2	1	14														
340-Program Management	1		1	1														
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	4		1	4														
819-Environmental Engineering	1			1														
89-Emergency Management Specialist	1			1														
BOISE,IDAHO	**20**	**6**	**3**	**19**														
1301-General Physical Science	10	4	1	10														
28-Environmental Protection Specialist	6	1	1	6														
340-Program Management	1	1		1														
343-Management and Program Analysis	1			1														
401-General Natural Resources Management and Biological Sciences	1																	
819-Environmental Engineering	1		1	1														
COEUR D ALENE,IDAHO	**1**		**1**	**1**														
28-Environmental Protection Specialist	1		1	1														
EUGENE,OREGON	**1**	**1**		**1**														
28-Environmental Protection Specialist	1	1		1														
JUNEAU,ALASKA	**2**		**1**	**2**														
1301-General Physical Science	1		1	1														
28-Environmental Protection Specialist	1			1														
KING,WASHINGTON	**1**			**1**														
306-Government Information Specialist	1			1														
LACEY,WASHINGTON	**9**	**1**	**4**	**7**														
1035-Public Affairs	1			1														
28-Environmental Protection Specialist	6	1	2	4														
343-Management and Program Analysis	1		1	1														
401-General Natural Resources Management and Biological Sciences	1		1	1														
MANCHESTER,WASHINGTON	**1**			**1**														
403-Microbiology	1			1														
PORT ORCHARD,WASHINGTON	**19**	**1**	**3**	**18**														
1301-General Physical Science	1			1														
1311-Physical Science Technician	1			1														

1320-Chemistry	10	1	1	10
1640-Facility Operations Services	1			
28-Environmental Protection Specialist	3		2	3
318-Secretary	1			1
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	1			1
PORTLAND,OREGON	**22**	**6**	**4**	**22**
1035-Public Affairs	1	1		1
1301-General Physical Science	4	1		4
201-Human Resources Management	1			1
28-Environmental Protection Specialist	6	3	1	6
318-Secretary	1			1
340-Program Management	2		2	2
343-Management and Program Analysis	1			1
401-General Natural Resources Management and Biological Sciences	2		1	2
408-Ecology	1			1
819-Environmental Engineering	2	1		2
905-General Attorney	1			1
RICHLAND,WASHINGTON	**7**		**3**	**7**
1301-General Physical Science	4		2	4
819-Environmental Engineering	3		1	3
SEATTLE HEIGHTS,WASHINGT	**1**			**1**
819-Environmental Engineering	1			1
SEATTLE,WASHINGTON	**435**	**90**	**102**	**394**
1035-Public Affairs	8	2	1	8
1109-Grants Management	20	5	5	13
1301-General Physical Science	67	12	13	58
1306-Health Physics	1			1
1315-Hydrology	1	1		1
1320-Chemistry	4		1	3
1340-Meteorology	1			1
201-Human Resources Management	2		1	2
2210-Information Technology Management	9	2	2	9
260-Equal Employment Opportunity	1	1		1
28-Environmental Protection Specialist	146	27	38	134
29-Environmental Protection Assistant	1	1		1
301-Miscellaneous Administration and Program	19	5	1	18
303-Miscellaneous Clerk and Assistant	2	1		2
306-Government Information Specialist	4		2	4

308-Records Management	2		2	2
318-Secretary	7	4	1	7
340-Program Management	6	2	3	6
342-Support Services Administration	1			
343-Management and Program Analysis	11	3	2	11
401-General Natural Resources Management and Biological Sciences	17	4	3	16
408-Ecology	5	1	4	5
415-Toxicology	6	2		6
482-Fish Biology	1			1
501-Financial Administration and Program	2	1		2
503-Financial Clerical and Assistance	1	1		1
510-Accounting	3			3
560-Budget Analysis	7	3		6
690-Industrial Hygiene	1			1
80-Security Administration	2			2
819-Environmental Engineering	38	6	14	35
89-Emergency Management Specialist	2			2
905-General Attorney	35	6	8	30
950-Paralegal Specialist	1			1
#N/A	1		1	1
Grand Total	**546**	**108**	**124**	**501**

Region 2

Table A – Direct Costs for VERA/VSIP		
30 Targeted Positions for VSIP x $25,000	$	750,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions} *	$	506,928
Total Maximum Direct Costs	**$**	**1,256,928**

Notes:

* Annual leave payouts based on an average hourly rate of $52.805 and 320 hours of leave for each employee who takes the VV.

Table B – Estimated Savings for FY 2018 through FY 2019				
		FY 2018 Estimate		***FY 2019 Estimate***
A. Pre-VERA/VSIP Annual Payroll Cost*	$	122,506,481	$	125,262,877
B. VERA/ VSIP Payout Cost	$	-	$	-
C. Leave Payout Cost	$	-	$	-
D. Post VERA/VSIP Annual Payroll Cost	$	118,030,977	$	120,675,485
E. Payroll for 15 New Hires **	$	577,588	$	1,155,177
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$	3,897,916	$	3,432,215
G. Pre-VERA/VSIP Annual WCF Cost ***	$	3,887,000	$	3,887,000
H. Post VERA/VSIP Annual WCF Cost ***	$	3,767,000	$	3,767,000
I. WCF for 15 New Hires	$	60,000	$	60,000
J. WCF Savings for 15 VERA/VSIP Targeted Positions (J = G – H – I)	$	60,000	$	60,000
Projected Savings with VERA/VSIP (F + J)	$	3,957,916	$	3,492,215

Notes:

* 2018 Pre-VV Annual Payroll Cost based on current FY 2017 payroll cost as starting point, additional 1.9% COLA and 1.5% for WIGIS and promotions. 2019 Pre-VV Annual Payroll Cost Post Payroll as starting point, additional 1% COLA and 1.5% for WIGIS and promotions.

** Payroll for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.

*** For WCF savings and hires, $4,000 used per position.

U.S. Environmental Protection Agency Voluntary Early Retirement and Voluntary Separation Incentive Payments Authorities Business Cases and Budget Projections

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EPA Business Cases and Budget Projections

I. Introduction

EPA is seeking to reduce, restructure and reshape its various program and regional offices according to the following themes: delayering to increase supervisor to staff ratio; consolidation or reduction of administrative or support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; restructuring to focus on core business functions (administrative support); restructuring to focus on STEM/programmatic priorities; and consolidating and streamlining functions/activities/reduce number of programs. VERA and VSIPs will be offered to all regional offices and program offices except the Office of Inspector General (22 total offices).

For all positions covered by EPA's request, if a position is vacated under VERA/VSIP the organization must restructure the position as follows before refilling the position:

- Change from supervisory to non-supervisory.
- Decrease the grade and/or full performance level (i.e., at least one grade level lower than the current position).
- Change the series of the position.
- Significantly change the duties of the position (at least 25%) if the series and grade are to remain the same (i.e., the incumbent who vacated could not be expected to learn how to perform these new duties within a reasonable amount of time. The servicing Human Resources Shared Service Center will determine if the change in duties are significant.

This is the same criteria the agency uses when tracking post-VERA/VSIP hires to ensure programs and regions are adhering to the plans they put forth to reshape their workforce.

If the number of applications received exceeds the total number of VSIPs we can offer, approvals will be based first on service computation date for leave, then on entry on duty date (total EPA years of service.)

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If the SCD and EOD dates are the same for two eligible employees, then the offer will be granted to the employee who submitted his or her application first.

Summary of Agency-wide Costs and Savings:

	FY 2017	FY 2018	FY 2019
Agency-wide Direct Costs	**$48,966,489**		
Agency-wide Savings		**$152,380,711**	**$121,993,203**

II. Office of the Administrator

Business Case

The Office of the Administrator over the course of many years has become one of the most highly graded organizations in the agency. As part of our strategic vision, we will continue to evaluate how well AO's organizational structure and staffing meets the agency's needs; ensuring that AO operates efficiently and effectively. Consequently, AO requests to:

1. Offer the VERA/VSIP to a generally broad segment of the AO workforce. We believe this inclusive approach will allow the majority of AO employees to decide if this is the right time for them to accept the VERA/VSIP rather than management deciding for them by limiting the positions targeted.

2. Restructure, reduce and rebalance the current top-heavy, non-supervisory GS-14/15 grades in order to create opportunities for recruiting at lower grade levels. There has been a significant rise in nonsupervisory high-graded GS-14 and GS-15 positions in AO; these positions represent nearly half of our entire staff.

3. At a later date, reshape the workforce to reflect changes in programmatic direction; strengthen technical programmatic expertise with the appropriate skill mix; and maximize administrative support positions.

4. We will conduct ongoing assessments to ensure that AO's organizational structure meets current and future operational needs. Each Associate Administrator and Staff Office Director will continue to discuss their organization's priorities with the Chief of Staff and Deputy Chief of Staff. These structured meetings will specifically discuss how AO will advance the Administrator's priorities for the remainder of FY17 and begin analysis of FY18 conditions as information becomes more available. These discussions will enable refined assessment of the workforce, budget, and efficiencies across AO, as well as set priorities and develop action items AO-wide. Additionally, these discussions will aid in identifying potential savings and synergies to maximize effective utilization of AO's resources.

Information Required for VERA and VSIP Requests

Overall AO has targeted 139 positions out of a total 339 positions (339 does not include political appointees). Of the targeted positions, 110 of the 139 are GS-13 or higher and all are non-supervisory. We intend to offer VERA/VSIP to restructure a maximum of 65 positions in AO. All positions that are offered VERA/VSIP, with the exception of one SL level position which will be eliminated, will be restructured, primarily at a lower grade level. AO will continue to identify opportunities to improve the

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efficiency and effectiveness of the existing workforce by offering opportunity to train and develop staff through creative approaches using short-term assignments via Skills Marketplace; details through Talent Hub; and opportunities to participate in training and developmental programs. In addition, AO will continue to seek ways to streamline processes; eliminate or modify areas of redundancy and encourage our workforce to join networks to share new methods and resources for performing the day-to-day work in support of the office mission and the Administrator's overall goals.

Finally, each office has developed a plan to maintain office functions while positions are restructured and re-staffed. Their selection of positions to be offered is predicated on their ability to restructure the position and hire employees with new skills and at lower grade levels to meet future requirements – up to their AO designated FTE ceiling.

Both the VERA and VSIP opportunities will be offered to staff in targeted series in all 12 individual offices within the Office of the Administrator. Targeting decisions were made by senior managers based on the specific mission needs required to reshape the workforce and lower the overall personnel compensation and benefits salary base. This proposal sets a maximum number of VSIPs to be offered for each series in each office. Decisions on who receives VSIPs will be made on the basis of seniority. These offers are based on an understanding that these offices will be allowed to restructure position and staff up to their AO authorized FTE ceiling.

NOTE: Given the pool of available candidates across our offices, if AO does not receive a high percentage of applicants at the GS-15 or GS-14 levels in any particular office, we request the flexibility to increase (or decrease) the offer number in one or more categories, as long as our total reduction does not exceed a total of 65.

VSIP-Specific Information

The targeted position spreadsheet identifies the details of the specific positions to be offered VSIP and restructured. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level with only one exception as noted above. The maximum amount of voluntary separation incentive payments to be offered in AO is 65. In AO everyone that is early out (VERA) is VSIP eligible as well. Our organizational charts are attached – AO is not making any changes to its organizational structure at this time. However, we continue to assess potential opportunities to gain greater efficiencies.

VERA-Specific Information

The total number of position with the Office of the Administrator potentially undergoing change is 65. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level except one. AO does not have any employees in the program who will be involuntarily separated, downgraded, transferred, or reassigned as a result of these actions. AO has a total number of 75 employees eligible for early retirement. The estimated total number of employees in the Office of the Administrator who are "likely" to take early retirement is approximately 30, which is about 40% of the total eligible employees.

The Office of the Administrator plans to offer opportunities for temporary assignments with possible reassignments; using Talent Hub to post opportunities for lateral reassignments; and allow offices to recruit, where needed, at the lowest grade level possible for specific skillsets that are not available

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within the agency. These recruitments will include the restructured positions which will decrease the total number of non-supervisory GS-14/15 positions.

Budget Information

Table A – Direct Costs for VERA/VSIP	
65 of Targeted Positions for VSIP x $25,000	$1,625,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool $64.09 x 240 x 65 of Targeted Positions}	$999,804
Total Maximum Direct Costs	$2,624,804

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$61,147,000	$61,147,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$52,482,032	$52,482,032
E. Payroll for 64 New Hires	$1,886,976	$3,773,952
F. Payroll Savings for 65 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$6,777,992	$4,891,016
G. Pre-VERA/VSIP Annual WCF Cost	$4,034,000	$4,034,000
H. Post VERA/VSIP Annual WCF Cost	$3,417,020	$3,417,020
I. WCF for 64 New Hires	$303,744	$607,488
J. WCF Savings for 65 VERA/VSIP Targeted Positions (J = G – H – I)	$313,236	$9,492
Projected Savings with VERA/VSIP (F + J)	**$7,091,228**	**$4,900,508**

Notes:
A. Cost based on OA's FY 2017 Operating Plan payroll calculations.
D. Hourly rate of $64.09 based on the average of a GS-13/14/15 step 6 times 2080 hours times 65 target positions.
E. Hourly rate of $28.35 based on the average of a GS-7/9/11 step 3 times 2080 times 64 new hires (eliminating 1 position); Assumes new hires will onboard mid-year in FY 18
F. F = A - B - C - D - E
G. OA's WCF allocation in the FY 2017 Operating Plan
H. Based on OA's FY 2017 Operating Plan WCF costs; assumes $9,492 per person; 65 targeted positions
I. Used $9,492 WCF cost per person (64 new hires -- eliminated 1 position); Assumes new hires will onboard mid-year in FY 18

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J. J = G - H - I

III. Office of Air and Radiation

Business Case

Over time, OAR has taken a number of steps to reshape its administrative workforce, including:

- Reorganizing work units and realigning or eliminating positions in order to consolidate mission support functions;
- Replacing positions performing non-inherently governmental clerical duties with grantees; and
- Offering separation incentives to employees whose positions were identified as redundant or obsolete.

Such incremental efforts, combined with ongoing attrition, have proven effective at realizing improved customer service with fewer positions and a lower cost to payroll. Also, in recent years EPA has adopted new internet-based data systems that require analysts who are skilled in using the full capability of the systems and who must be able to produce and interpret data reports. As the demands of mission support functions have evolved, OAR has found that on-the-job training is not always sufficient to enable employees to use these systems effectively, and that new skills sets are needed.

In the event that EPA determines that OAR will offer new separation incentives, such incentives will be offered to non-SES positions in administrative series, predominantly in the 0300 family, in order to: 1) continue OAR's efforts to realize workforce efficiencies by consolidating and eliminating positions that are no longer mission-critical or that can be done at lower grade levels; and 2) refocus efforts on programmatic priorities.

Our proposal seeks to streamline administrative operations and reduce the number of personnel with obsolete skills. In addition, in certain offices, it is necessary to redirect limited resources from general administrative services to essential programmatic functions required for meeting agency strategic goals, as well as to support new and emerging agency priorities and federal environmental and programmatic mandates.

This VERA/VSIP proposal includes a total of 67 eligible positions and sets forth a maximum total number of 20 VERA/VSIP offers in OAR, as shown in the targeted position spreadsheet.

For any positions vacated by an employee who accepts VERA/VSIP, the office will redistribute mission-critical duties to existing positions to the extent possible. Depending on the availability of FTE in FY2018 and beyond, offices will seek to fill any competency gaps not addressed through redirection of duties by establishing positions and recruiting for skill sets needed for programmatic and mission-critical priorities as permitted by EPA.

How VSIP will be used in conjunction with VERA

About 15% of OAR's workforce is eligible for optional retirement. Combined with employees eligible for early retirement, the total number of VSIP + VERA employees constitute 40% of our workforce. We are requesting authority to offer VSIP/VERA in order to reach the goal of 20 voluntary separations.

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Offering VSIP/VERA is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and better align the skill sets needed to meet current and future mission needs.

VSIP-Specific Information

The categories of positions that will be offered VSIP are the same as those indicated in the targeted position spreadsheet. This VERA/VSIP proposal targets a total of 67 positions and set forth a maximum total number of 20 VERA/VSIP offers in OAR. OAR will accept VSIP offers alone, or in combination with VERA or Optional Retirement.

OAR does not expect that any reorganizations will be necessary after the agency has completed the incentive payments. However, OAR will continue to explore ways to further improve workforce efficiencies.

VERA-Specific Information

OAR employs 1,119 employees as of May 12, 2017. Approximately 270 employees are eligible for early retirement. The estimate of the total number of employees in OAR who are expected to take early retirement is five or fewer.

As stated above, at this time, OAR does not expect that any reorganizations will be necessary post-VERA/VSIP. Certain personnel actions may be necessary as a result of the departures of staff. Some position descriptions may need to be updated to reflect new or amended duties, and this could require the processing of reassignment or realignment actions if the change is more than minimal. In addition, depending on where these departures occur, it may be necessary to offer details/temporary promotions to cover work if it cannot be handled by current staff. We would expect these actions to be few and used mainly if workforce departures are unevenly distributed.

Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 500,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 245,000
Total Maximum Direct Costs	$ 745,000

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$172,283,000	$172,283,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$170,163,000	$170,163,000
E. Payroll for # New Hires	$225,875	$451,750
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,894,125	$1,668,250
G. Pre-VERA/VSIP Annual WCF Cost	$14,725,000	$14,725,000

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H. Post VERA/VSIP Annual WCF Cost	$14,545,000	$14,545,000
I. WCF for # New Hires	$22,500	$45,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$157,500	$135,000
Projected Savings with VERA/VSIP (F + J)	$2,051,625	$1,803,250

A. Assumes payroll allocation from FY17 Enacted budget for OAR.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes annual payroll cost of average salary of eligible positions ($106,000) x 20 positions = $2,120,000.
E. Assumes hiring 5 GS-12, step 5 positions in Washington, DC. Start date April 2018.
F. A – B – C – D - E
G. Assumes working capital fund allocation from FY17 Enacted budget for OAR.
H. Assumes $9K WCF per person x 20 positions = $180,000.
I. Assumes $9K WCF per person.

IV. Office of Administration and Resources Management

Business Case

The Office of Administration and Resources Management is requesting approval authority for the use of VSIP and VERA to transform its workforce by placing a renewed focus on core business services, eliminating business services with low demand, centralizing internal support in select administrative areas, and reshaping the workforce to optimize support to the agency.

OARM has 698 permanent employees. The VERA/VSIP plan targets 154 positions: 34 positions in support job series and 120 positions in programmatic series. Targeting decisions were made by senior managers based on the specific mission needs required to reshape and reposition the organization by correcting competency gaps necessary to meet federal and agency mandates. The maximum number of VERA/VSIPs to be offered is 98 as shown in the targeted position spreadsheet. These offers span 20 different job series. Decisions on which employees may be authorized VERA and VSIP will be based on the employee's permanent official division, position of record, occupational series, and grade level. The estimate of the total number of employees in OARM who are expected to take early retirement is five. OARM will focus on the following themes:

- Restructure or reduce highly graded, supervisory and non-supervisory staff positions (GS 14 and 15) into lower graded positions that support the skills and competencies needed to meet current and emerging mission and program requirements and rebalance the current structure and recruit at lower grade and career ladder levels. (Note that in one of OARM's divisions (OROM/FACMD) the pool for 0343 positions does not include one GS-14. This position acts as the Committee Management Officer and is excluded because it is required by GSA and the FAC Act.)

- Restructure positions to focus on core business functions where needs can be met more economically, by leveraging technology, or utilizing other resources. Includes the printing function, printing officers, and elimination of embedded attorney services in favor of OGC expertise. These positions will be restructured at lower grade levels and into positions that support core business functions.

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- Consolidate or reduce administrative or support functions to increase emphasis on positions and series directly supporting our core business functions – facility, engineering, contract, grant and human resources management.

    - Reduce the number of employees in specific occupational series (e.g., automation clerks, secretaries, procurement analysts, grants assistants, program and management analyst positions).
    - Realign current administrative specialists and program analysts to consolidate internal HR support and budget execution in OARM to achieve efficiency.
    - Restructure positions to recruit candidates having skills required to close current competency gaps.

The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

How VSIP will be used in conjunction with VERA

OARM has 121 employees eligible for regular retirement and 164 eligible for early retirement through VERA in the above identified series. The VSIP authority presents an attractive enticement to those employees who will realize a reduced annuity from retiring early through VERA. Therefore, the combination of optional and early retirement eligible employees will result in the maximum number of departures, which is important to OARM to reshape its organization. The VSIP can further increase the potential departure group by providing a separation incentive to employees who have more than three years of status and hence could elect to depart to pursue other career opportunities. Thus, the combination of VERA and VSIP provides the greatest likelihood for OARM achieving the necessary reshaping and restructuring of its workforce.

The types of personnel actions anticipated as a result of the above proposed restructuring and elimination of positions include:

- Directed reassignments
- Competitive details
- Voluntary separations and retirements
- Abolishment of some positions
- Reclassification and restructuring of some positions
- Internal and possible external competitive recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP 98 x $25,000	$ 2,450,000
Annual Leave Pay Out for 98 of Targeted Positions for VERA, Optional Retirement or Resignation {$64.86* x 240 x 98 of Targeted Positions}	$ 1,525,507

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Total Maximum Direct Costs	$ 3,975,507

*Payroll estimated on a GS-13, step 5 ($51.48) with 26% included for loaded cost in Washington, D.C.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$99,580,367	$99,580,367
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost (A-(98 Targeted Positions*$145,000)	$86,789,387	$87,262,394
E. Payroll for 84 New Hires	$2,810,070	$5,646,460
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,980,910	$6,671,513
G. Pre-VERA/VSIP Annual WCF Cost	$6,280,000	$6,280,000
H. Post VERA/VSIP Annual WCF Cost	$5,473,852	$5,473,852
I. WCF for 84 New Hires (assumes half of WCF costs mid-year in FY 18 - $4,113 * 84 and full costs $8,226 * 84 in FY 19)	$345,492	$690,984
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$460,656	$115,164
Projected Savings with VERA/VSIP (F+J)	**$10,441,566**	**$6,786,677**

Calculation Notes:
A – FY 2017 Payroll amount.
B/C – VERA/VSIP Payout and Leave Payout Costs occur in FY 2017.
D – 145,000 is the estimated average cost of FTE
E – Assume a GS-09, Step 1 with 20% added to cover the cost of benefits.
H - Total is Pre-VERA/VSIP Annual WCF Cost – (98 Targeted Positions x $8,226).
I – For FY 2018 assumes new hires are only funded for ½ of the year at $4,113.

V. Office of the Chief Financial Officer

Information Required for VERA and VSIP Requests

OCFO plans to reduce the number of administrative positions by using VERA/VSIP authorities to:

- Eliminate a clerk position.

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- Reduce the number of financial technician positions.
- Reduce the number of secretary positions within OCFO's Office of the Controller (Reduce the number of management analyst positions within OC.

In addition, OCFO plans to reduce the number of financial management positions in OC by using VERA/VSIP authorities to:

- Reduce the number of financial specialist positions.
- Reduce the number of accountant positions.

Vacated clerk, secretary, and financial technician positions will be abolished. After VERA/VSIP offers have been accepted, OCFO will determine how many OC positions remain in the management analyst, accountant, and financial specialist series, and make appropriate workforce decisions. These decisions include possible reassignments of remaining personnel to fill positions in other parts of OCFO to fill mission-critical needs. The decisions also include possible restructuring to fill a small number of vacated positions with new skills needed to perform and support advanced data analytics and deliver secure, high-quality financial management processes, operations, and systems. These changes would be part of EPA's continuing efforts to meet the demand for a technologically sophisticated, analytical financial management workforce, as well as qualified technical and IT security staff.

OCFO will be able to operate without eliminated positions due to increased use of technology. Over time, the agency's financial management programs and functions have undergone significant change, particularly in the use of technology. In October 2011, the agency implemented the Compass Core Financial System, a key element of EPA's overall Financial System Modernization Plan, which provided increased integration among EPA's various systems and added new functionality. Now, we will take greater advantage of the full functionality of Compass to reduce our need for separate systems which cost time, money, and staff resources to integrate. As just one example, moving portions of the payment tracking systems and other interfacing systems into Compass will eliminate the need to reconcile discrepancies when all functionality is housed in one system. This should result in streamlined processes, better data quality, and reduced staff needed for integration of the separate systems and reconciliation of data. As a result, the workforce supporting the agency's financial management operations including the supporting administrative staff, which are located in OCFO, can be restructured and reduced, while qualified technical and IT security staff would be maintained.

We will be able to realign or reorganize to create operational efficiencies, while at the same time minimize any potential negative impacts on the workforce. We also plan to recruit for new skills needed by hiring a modest number of positions. We will recruit candidates who have analytical and critical thinking, and information management and technology skills. If needed, OCFO will implement management-directed reassignments or details to ensure mission-critical programs are not interrupted. OCFO's senior leadership will ensure that the highest priorities of EPA and OCFO will be carried out during this time of organizational change and workforce restructuring.

VSIP will be used in conjunction with VERA to maximize the incentives for employees to accept a VERA/VSIP offer. OCFO's attrition rate is low, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. For these individuals, VSIP is the only incentive we can offer. Another target group is eligible for neither optional retirement nor early retirement. For these individuals too, VSIP is the only incentive available. Given that a reduced government income relative to optional retirement is inherent in VERA, we anticipate VSIP to be a

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necessary enticement also among the target group who are VERA-eligible. VERA authority in conjunction with VSIP will be essential if we are to reach our goal of 27 voluntary separations from among a target group of 160.

VSIP-Specific Information

- The maximum number of VERA/VSIP to be offered is 27.
- The maximum amount that will be paid is $25,000.
- The total maximum amount that will be paid is $675,000.

A maximum of 27 VSIP payments would be offered in accordance with the targeted position spreadsheet.

VERA-Specific Information

As of May 15, 2017, OCFO has 303 non-temporary employees on board. 83 employees are eligible for early retirement. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is 20. At this time, we anticipate one position in an occupational series that OCFO no longer needs may require the incumbent to be involuntarily separated unless the individual accepts a VERA-VSIP offer or finds a position in another EPA office or federal agency. The types of personnel actions anticipated as a result of OCFO's need for VERA include separations, details (if necessary), reassignments, abolished and/or reclassified positions, and internal and external recruitments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
27 Targeted Positions for VSIP x $25,000	$675,000
Annual Leave Pay Out for 27 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate ($49.66) based on the average grade and step (GS-12, Step 10) of the targeted pool x 240 x 27 Offers to Targeted Positions}	$321,797
Total Maximum Direct Costs	$996,797

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$41,371,000	$41,371,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$38,572,747	$38,572,747
E. Payroll for 7 New Hires	$362,737	$725,473
F. Payroll Savings for 20 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,435,516	$2,072,780
G. Pre-VERA/VSIP Annual WCF Cost	$2,203,170	$2,203,170

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H. Post VERA/VSIP Annual WCF Cost	$2,010,660	$2,010,660
I. WCF for 7 New Hires	$24,955	$49,910
J. WCF Savings for 27 VERA/VSIP Targeted Positions (J = G – H – I)	$167,555	$142,600
Projected Savings with VERA/VSIP (F + J)	$2,603,071	$2,215,380

A - Based on payroll allocation from FY17 Enacted Budget for OCFO.

E - Assumes that new hires in FY 2018 will be onboard for ½ year. Calculation is based on a GS-12 Step 10 (for 2017 in Washington DC). The 2017 GS-12 Step 10 salary is $103,639 or $49.66/hr. With a 30% increase to account for benefits, the total annual cost is $134,730 annually.

G - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and is estimated at $7,130 each per 309 on-board personnel.

H - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at $7,130 per 282 on-boards (309- 27 VERA/VSIP departures = 282 remaining).

I - Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and in FY18 is estimated at 7 new hires for half a year ($24,955); and in FY19 is estimated at 7 new hires for a full year ($49,910).

VI. Office of Chemical Safety and Pollution Prevention

Business Case

OCSPP is requesting approval authority for the use of VSIP and VERA together to transform its workforce to meet administrative and programmatic challenges facing the organization by reducing administrative support positions through efficiencies and technology, reshaping the organization to reflect changes in programmatic direction and increased efficiency, and reducing and restructuring our highly-graded full-time equivalents. OCSPP plans to offer both VSIP/VERA together (except for series GS-0303 which will only receive VSIP).

- Reduce the number of Miscellaneous Clerk and Assistant positions across OCSPP. As technology use across the workforce has expanded, many of the activities of the administrative staff in this series (e.g., typing, filing, screening calls, scheduling meetings, photocopying, mailing documents, timekeeping, and making travel reservations) have been assumed by the office's professional and technical staff. These functions have been re-engineered into user-friendly automated systems, i.e., Concur, Webforms, People Plus, and other automated administrative work systems. This change in the work environment has diminished the need for positions in this administrative field and will enable the organization to reduce obsolete skills and consolidate a broader range of functions. OCSPP has 3 of these positions. One is in the Office of Pollution Prevention and Toxics (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs in Arlington, VA (GS-7, GS-8). All offers would be accepted.
- Reduce and restructure the work of non-supervisory Miscellaneous Administration and Program Series positions in the OCSPP IO to restructure positions with new skill sets that advance multimedia approaches and new technology. The IO will look to restructure positions requiring broader programmatic experience, communication and communication technology and the use of collaboration tools to better support the IO senior management. The IO would evaluate and

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determine how to restructure any position prior to filling the position. The IO has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.

- Reduce the number of Miscellaneous Administration and Program Series positions in OPPT's Information Management Division. The functions of OPPT have evolved with the manner and processing of submissions under the Toxic Substances Control Act (TSCA). Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OPPT would expect to fill any new FTE positions at lower grades in restructured positions. OPPT has 4 non-supervisory GS-13 positions in this series in IMD. Up to two offers would be accepted.
- Reduce and restructure the number of non-supervisory GS-15s across OCSPP. Many non-supervisory GS-15 positions were established to focus on specific programs when sufficient higher graded work was present. Program priorities have evolved over time and continue to do so and not all of these positions are currently required. Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OCSPP will review positions that are vacated and determine whether the work of the position is needed or whether it should be abolished. If the position is still needed, we will evaluate and determine how it will be restructured before filling. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties, different job series or a different grade level appropriate for the scope of duties for that position. OCSPP has 56 positions eligible for retirement or early retirement (this excludes one IT security position). Up to 43 offers would be accepted across many series (3 in the IO; 22 in OPPT, 15 in OPP (see the next bullet), and 3 in the Office of Science Coordination and Policy). Positions are located in Washington, DC, Arlington, VA, Chicago, IL and Ft. Meade, MD.
- Reduce the number of OPP supervisory positions by restructuring branches in two OPP divisions. These new structures will consolidate functions across several branches to increase efficiency and increase the supervisor-to-staff ratios. In the Health Effects Division, OPP would combine information functions with science information functions into a single unit and also combine scientific specialties related to health effects and exposure into one branch. This restructuring would lead to better cross-sharing of information and more efficient use of technical capabilities and staff resources. In the Pesticides Re-evaluation Division, OPP would eliminate one branch and task work from that branch across three other branches, eliminating the need for an administrative services branch. Reshaping these branches helps with increased efficiency and reduces the number of supervisors. OPP would re-task work to existing staff and supervisors. OPP currently has 3 positions located in Arlington, VA. Two of the three are GS-15-0343 Program Analysts, and one is a 0401Biologist. Up to 15 positions would be accepted in OPP from this group and the OPP non-supervisory GS-15s combined (OPP current and future organization chart attached.)

The specific positions, grade, series and locations targeted can be found in the targeted position spreadsheet.

Budget Information

Table A – Direct Costs for VERA/VSIP	
68 of Targeted Positions for VSIP x $25,000	$1,700,000

Annual Leave Pay Out for *68* of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step *(GS 13 Step 5 - $66.49)* of the targeted pool x 240 x *68* of Targeted Positions}	$1,085,117
Total Maximum Direct Costs	$2,785,117

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$133,784,000	$133,784,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,869,040	$126,869,040
E. Payroll for *20* New Hires	$1,382,992	$2,765,984
F. Payroll Savings for *50* VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,531,968	$4,148,976
G. Pre-VERA/VSIP Annual WCF Cost	$8,081,000	$8,081,000
H. Post VERA/VSIP Annual WCF Cost	$7,732,500	$7,732,500
I. WCF for *20* New Hires	$69,700	$139,400
J. WCF Savings for *68* VERA/VSIP Targeted Positions (J = G – H – I)	$278,800	$209,100
Projected Savings with VERA/VSIP (F + J)	**$5,810,768**	**$4,358,076**

Table A
Assumes 68 Targeted Positions at buyouts of $25,000
Assumes leave payout of 240 hours for all 68 Targeted Positions at a fully loaded average salary rate of a GS 13 Step 5 ($66.49)

Table B

A. Assumes FY 17 Enacted Payroll for RPIO 20.
B. VERA/VSIP payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. VERA/VSIP leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Assumes annual payroll cost of annual salary of eligible positions (GS-13 Step 5 - $138,299) x 50 positions = $6,914,960.
E. Assumes payroll for 20 new hires at GS-13 Step 5 $138,299 * 20 = $1,797,890. FY 17 costs assume hiring in April 2018.
F. A – B – C – D – E
G. Assumes FY 17 Enacted WCF for RPIO 20.
H. Assumes savings of $348,500 – annual WCF cost / FTE of $6,970 * 50 maximum offers
I. Assumes annual WCF cost for 20 new hires of $139,400 – annual WCF cost / FTE of $6,970 * 20 new hires. FY 17 costs assume hiring in April 2018.
J. G – H – I

VII. Office of Enforcement and Compliance Assurance

Business Case

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The Office of Enforcement and Compliance Assurance is requesting authority for the use of VERA and VSIP to address longstanding shortfalls in extramural and other non-pay accounts through elimination or restructuring of positions vacated by departing employees.

OECA will offer VERA/VSIP broadly to enable redirection and refocusing of resources to establish a more efficient enforcement and compliance program aligned with the agency's strategic direction. OECA will accept VERA/VSIP applications for eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators, allowing the OECA to reshape its workforce, consolidate functions, and preserve extramural funds necessary to meet core business needs. The VERA/VSIP would encompass GS 5 – 15 positions in all locations. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

NOTE: Given the pool of available candidates, if OECA does not receive applicants at the numbers outlined in the Targeted Positions Template, we request the flexibility to increase (or decrease) the number in one or the other category, as long as our total does not exceed 51. This would be implemented by adhering to the selection criteria for each job category and then adjusting other categories where appropriate to meet overall target levels.

Through a combination of restructuring and elimination, OECA will refocus the workforce and balance extramural needs to meet changing priorities in coordination with our state and local partners. Some of OECA's components include separate administrative and program support functions which may be consolidated to reduce redundancies and promote greater efficiency. In addition, OECA may restructure compliance and enforcement activities across organizational lines to improve coordination and streamline functions. For the GS-2210 Information Technology Specialist positions, OECA will restructure two information-security positions and reassign work to lower graded employees in this series. While these are positions with direct-hire authority, reassignments internal to the agency should allow us to meet program needs.

OECA has 681 non-temporary employees in targeted positions, of which 164 are VERA-eligible and 522 are VSIP-eligible. OECA plans to offer up to 51 VSIPs (with or without VERA) to eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators in a pool of 506 targeted positions. This broad applicant pool will enable a large-scale approach towards a multi-faceted reshaping effort.

The estimate of the total number of employees in OECA who are expected to take voluntary early retirement are 25. With a target of 51 positions overall, we plan to restructure 25 positions to meet changing agency priorities and eliminate 26 positions to address longstanding financial needs for critical agency support activities.

Personnel actions as a result of the VERA/VSIP will likely be part of broader agency reform and restructuring efforts and will be a combination of details, reassignments, competitive hires and realignments.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

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Table A – Direct Costs for VERA/VSIP	
51 Targeted Positions for VSIP x $25,000	$1,275,000
Annual Leave Pay Out for 51 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of $64.63 based on the average grade and step (GS 14/7) of the targeted pool x 240 x 51 Targeted Positions}	$ 791,070
Total Maximum Direct Costs	$2,066,070

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$92,598,000	$92,598,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for 10 New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for 51 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 8,418,000	$ 7,503,000
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,896,200	$ 3,896,200
H. Post VERA/VSIP Annual WCF Cost	$ 3,503,500	$ 3,503,500
I. WCF for 10 New Hires	$ 38,500	$ 77,000
J. WCF Savings for 51 VERA/VSIP Targeted Positions (J = G – H – I)	$ 354,200	$ 315,700
Projected Savings with VERA/VSIP (F + J)	$ 8,772,200	$ 7,818,700

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. No cost in FY 2018 or FY 2019.
C. No cost in FY 2018 or FY 2019.
D. Fully loaded average payroll cost for targeted positions minus 51 ($183,000 x 455).
E. Assumes hiring of 10 new staff at yearly salary of $183,000 per employee; 6 months of FY 2018/full year 2019.
F. See calculation formula.
G. Average WCF cost per employee in targeted positions ($7,700 x 506)
H. Average WCF cost for targeted positions minus 51 ($7,700 x 455).
I. Assumes hiring of 10 new staff at yearly WCF cost of $7,700 per employee; 6 months of FY 2018/full year of FY 2019.
J. See calculation formula.
K. See calculation formula.

VIII. Office of Environmental Information

Business Case

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OEI will offer VSIP and VERA opportunities to non-supervisory GS-15, GS-14, and GS-13 staff. Our workforce analysis shows a significant proportion of OEI's workforce (132 positions or 43%) is classified in nonsupervisory high-graded GS-14 and GS-15 positions. An additional 138 positions, or 45%, are GS-13; and only 11% are graded at or below the GS-12 level. OEI needs to have a balanced grade structure that is sustainable. Junior and mid-level staff are needed to support our IT and IM experts at the GS-14 and GS-15 levels. With the current distribution, a disproportionate number of OEI's staff is highly-graded experts, which does not allow for a career ladder growth path. Through restructuring, OEI aims to attract appropriately-skilled junior-level staff experienced in modern technology projects and programs. OEI is both an information technology and information management organization; a better distribution of these modern skills is needed to support the agency's mission.

After reducing the number of non-supervisory higher-graded positions (GS-13 and above), OEI will consolidate the higher graded work in remaining positions. Temporary work assignments may be required for high priority projects while the hiring plan is implemented. Some non-critical projects may be delayed during the transition period. Once our non-supervisory, high-graded workforce has been restructured, we will look for opportunities to centralize work where it can be or otherwise align the positions to the appropriate organizations. This will protect against duplication of effort, streamline reporting relationships, and improve accountability.

OEI averages less than 10 retirements per year, although OEI currently has 74 positions that are fully eligible for immediate retirement. Given our low attrition rate and the fact that many of our retirement-eligible employees have continued to work years beyond retirement eligibility, we request authority to offer VERA with VSIP to supplement our number to reach our goal of 30 voluntary separations. Offering VERA with VSIP is more appealing than VERA alone and will likely help us achieve the voluntary separations needed to restructure the grade levels and work of our workforce

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VSIP-Specific Information

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations. We plan to offer VSIP/VERA to non-supervisory employees at the GS-13 through GS-15 levels in the specified organizations.GS-2210 IT Specialist Security/INFOSEC are not included in this proposal.

With an organizational FTE ceiling of 421 positions and a vacancy rate of 78 positions, it will be critical for OEI to develop a replacement hiring plan. The goal of the plan will be to lower our grade structure and recruit new skills needed to advance current and future information management and technology requirements for the agency given fewer resources.

We will offer 30 VSIPs, each up to the maximum of $25,000 for a total amount of $750,000. The following table illustrates the maximum allocation of VERA/VSIPs by OEI Office and/or Division. Review OEI's Targeted Positions Template for detailed information.

Allocation of VERA/VSIPs by Office		***Allocation of VERA/VSIP by Division (OITO and OEIP)**		
ODSTA	4	OEIP	IO	1
OCAPPM	3	OEIP	EQMD	1
OBOS	2	OEIP	ERMD	2
OIM	8	OEIP	FLAD	1
OISP	3	**OEIP Total**		**5**

OEIP*	5	OITO	IO	1
OITO*	5	OITO	SBMD	4
TOTAL	**[=SUM(ABOVE)]**	**OITO Total**		**5**

VERA-Specific Information

As of April 17, 2017, OEI employs 343 permanent employees. Following VERA/VSIP, OEI will look to restructure functions, positions, and/or organizational structures to better meet mission needs. To gain additional cost efficiencies and improve OEI's ability to hire and retain highly qualified staff, especially in technical fields, OEI will also consider redistributing some of the restructured positions to RTP, North Carolina, where we currently have staff present. If we deem it necessary to most effectively support EPA's mission, OEI may involuntarily reassign up to 10 employees as a result of this proposal.

A total number of 79 OEI employees are eligible for early retirement. The estimate of the total number of employees in OEI who are expected to take early retirement is eight, or 10% of the total eligible. We expect to complete the following types of personnel actions as a result of OEI's need for VERA: management directed reassignments, details, voluntary separations, permanent internal and external recruitments, temporary/term internal and external recruitments.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 of Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for 30 of Targeted Positions for VERA, Optional Retirement or Resignation {$60.83 x 240 x 30}	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Note: Hourly rate based on the average grade and step (14/5) of the targeted pool per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB_h.pdf"]

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 56,623,657	$ 56,623,657
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 52,814,917	$ 52,814,917
E. Payroll for 30 New Hires	$ 1,093,134	$ 2,186,267
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$ 2,715,606	$ 1,622,473
G. Pre-VERA/VSIP Annual WCF Cost	$ 2,886,315	$ 2,886,315
H. Post VERA/VSIP Annual WCF Cost	$ 2,612,235	$ 2,612,235
I. WCF for 30 New Hires	$ 137,034	$ 274,080
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 137,046	$ 0

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Projected Savings with VERA/VSIP (F + J)	$ 2,852,652	$ 1,622,473

A. Estimate based on FY 2017 straight-line payroll projection for the year as of July 3, 2017. Does not factor in a cost of living increase, attrition, or unprocessed cash awards.
D. Post V/V annual payroll cost based on savings of EPA HQ GS-14/5 base yearly salary for 30 positions ($126,958 X 30 = $3,808,740), per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB.pdf"]. This calculation does not include an estimate of savings on benefits.
E. FY18 calculations include the base salary (not benefits) of 30 new hires across EPA HQ and EPA RTP onboard for ½ year:
- 3 GS-9 Step 1 in HQ at $27,486 per person; 3 GS-9 Step 1 in RTP at $25,739 per person
- 4 GS 11 Step 1 in HQ at $33,255 per person; 4 GS 11 Step 1 in RTP at $31,141 per person
- 4 GS 12 Step 1 in HQ at $39,860; 4 GS 12 Step 1 in RTP at $37,326
- 4 GS 13 Step 1 in HQ at $47,398; 4 GS 13 Step 1 in RTP at $44,385
- Estimated total salary for new hires at ½ year for HQ = $564,510 and RTP = $528,624.

FY19 calculations include the base salary of 30 new hires from FY 2018 across EPA HQ and EPA RTP onboard for 1 year:
- 3 GS-9 Step 1 in HQ at $54,972 per person; 3 GS-9 Step 1 in RTP at $51,477 per person
- 4 GS 11 Step 1 in HQ at $66,510 per person; 4 GS 11 Step 1 in RTP at $62,282 per person
- 4 GS 12 Step 1 in HQ at $79,720; 4 GS 12 Step 1 in RTP at $74,652
- 4 GS 13 Step 1 in HQ at $94,796; 4 GS 13 Step 1 in RTP at $88,770
- Estimated total salary for new hires at one year for HQ = $1,129,020 and RTP = $1,057,247.

H. Average annual WCF cost per person is $9,136, for a 12-month period ($761.30 monthly cost), based on May 2017 usage.
I. Assumes 30 new hires will be on board for ½ of the year in FY 2018 ($761.30 x 6 months x 30 hires) and a full year in FY 2019 ($9,136.00 x 30 hires).

IX. Office of General Counsel

Business Case

The Office of General Counsel provides legal services to all the agency's organizational elements with respect to all programs and activities. Specifically, OGC provides legal opinions, legal counsel, litigation support, and assists in the formulation and administration of the agency's policies and programs as legal advisors. OGC's workforce is primarily comprised of attorney advisers.
OGC often has a shortfall in its non-pay budget lines. Because the agency is considering VERA and VSIP, OGC has taken steps to ensure it only has essential personnel at the right grade level so as to ensure it has as much non-pay funding available as possible. In reviewing OGC's ongoing work and the agency's needs, OGC decided to restructure or reduce one (1) highly graded non-supervisory position and one (1) non-supervisory position in its Immediate Office. Below is the VERA and VSIP business case justification:

POSITION	FUNCTION	ORGANIZATION	LOCATION	OCCUPATIONAL CATEGORY	GRADE LEVEL
Senior Counsel for International Affairs	Oversees special projects of significant concern to the agency.	OGC Immediate Office	WA, DC	Management	SL-0905-00
Executive Assistant	Executes day-to-day responsibilities & assignments	OGC Immediate Office	WA, DC	Administrative	GS-0301/12

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	that are routine and/or may be of a sensitive nature.				

The senior counsel SL-0905 position targeted under the VERA/VSIP authorities was a new position OGC created soon after a significant environmental incident. The position's original duty station was in Denver, CO, that was changed in late 2016 to Washington, DC. The position responsibilities included special projects such as supporting the agency mission-driven environmental and human health efforts related to the Region 8 Gold King Mine. Given the reduced impacts surrounding the Gold King Mine efforts at this time, this position is no longer high priority or critical to the agency mission. OGC made the decision to eliminate this position. This position is retirement eligible. OGC will offer only the VSIP authority.

OGC's Immediate Office currently employs two executive assistant GS-0301/12 positions of which one position is considered in excess at the GS-12 level. OGC will target two positions under the VERA/VSIP authorities but will offer only one position. In reviewing its administrative support needs in the OGC Immediate Office, OGC determined that the work may be restructured at the GS-11 level. OGC will offer both the VERA and VSIP authority for the one position.

VSIP- and VERA-Specific Information

The one targeted SL-0905 position is retirement eligible. OGC will offer only the VSIP authority.

- Total 0905 General Attorney = 173 // Retirement Eligible = 25 // VERA eligible = 37 // VSIP eligible = 136

OGC is targeting two positions at the GS-0301/12 but only offering one position based on the first to apply. The one position will be eligible for both VERA and VSIP authority. The targeted GS-12 position will be restructured at the GS-11 level.

- Total 301 Miscellaneous Administration and Program = 13 // Retirement Eligible = 4 // VERA eligible = 3 // VSIP eligible = 13

Budget Information

Table A – Direct Costs for VERA/VSIP	
2 of Targeted Positions for VSIP x $25,000	$ 50,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 2 of Targeted Positions}	$ 40,685
Total Maximum Direct Costs	$ 90,685

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$39,738,600	$39,738,600

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B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost	$39,381,990	$39,381,990
E. Payroll for 1 New Hires	$42,234	$84,468
F. Payroll Savings for 2 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$314,376	$272,142
G. Pre-VERA/VSIP Annual WCF Cost	$1,979,007	$1,979,007
H. Post VERA/VSIP Annual WCF Cost	$1,961,007	$1,961,007
I. WCF for 1 New Hires	$4,500	$9,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$13,500	$9,000
Projected Savings with VERA/VSIP (F + J)	$327,876	$281,142

Assumptions:

A. Payroll based on FY 2017 Op Plan
B. VERA VSIP Payout – assumes payout will occur in FY17
C. Leave Payout Cost – assumes payout will occur in FY17
D. Post VERA VSIP payroll removes cost for a GS-12/6 ($93,008) and SL position $187,000. The positions include a 27% benefits rate
E. New Hire GS-11/1 ($66,510) plus a 27% benefits rate for ½ yr for FY18 and full year cost in FY19
F. No assumption: Calculation
G. Pre VERA/VSIP WCF Cost based on FY 2017 Op Plan authority
H. Post VERA/VSIP WCF cost reduces the Pre-VERA/VSIP cost by $ ($9K per person)
I. WCF new hire assumes WCF cost for ½ year in FY18 and full year in FY19
J. No assumption: Calculation

X. Office of International and Tribal Affairs

Business Case

The Office of International and Tribal Affairs proposes offering VERA and VSIP to GS-13 through GS-15 non-supervisory staff and to a small number of staff in administrative positions to facilitate the consolidation of programs and functions across the organization.

OITA currently has 74 non-temporary employees, the majority of whom are at the GS-13 to GS-15 grade levels. We propose to offer VERA/VSIP buyouts primarily to eligible employees at these grade levels, and will restructure the positions vacated by departing employees. The maximum number of positions eligible will be based upon current staffing levels and anticipated organizational needs, with adjustments to be made in accordance with future restructuring efforts.

OITA seeks to align the work of its international and tribal programs with administration priorities. Because of the administration's focus on fewer high-priority initiatives for international and tribal programs, OITA will need fewer higher-graded employees to serve as program leads. (The reduction in the number of key program areas is more significant in the international programs than in the tribal programs, and OITA is targeting fewer positions in its American Indian Environmental Office, accordingly).

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Although OITA offered VERA/VSIP in 2014, the Office still has GS-13 through GS-15 level employees performing some functions that could be performed by staff at lower grades. As part of the office's efforts to realign its work and consolidate functions, less complex work will be restructured into lower-graded positions, which will facilitate consolidating more complex duties (e.g., policy development, multilateral negotiations, etc.) among the higher-graded staff who remain following the VERA/VSIP process. EPA offers in-house training (e.g., COR certification, IA Project Officer certification, etc.) that can help prepare lower-graded staff to assume some of the less complex duties currently being performed by higher-graded employees.

A reduction in the number of programs and the number of staff should also allow OITA to further consolidate some administrative functions, with slightly fewer staff providing administrative support to the office's programs. (OITA's 2014 VERA/VSIP process saw the departure of a number of key administrative support staff. Although some further consolidation is possible, there are currently fewer opportunities to reduce administrative functions than to collapse program management functions). OITA's current structure is already "flat." The office anticipates no reorganization as a result of VERA/VSIP. Realignments within each of OITA's constituent organizations are more likely, with teams being combined or staff assignments being consolidated.

Tentative areas of workforce reshaping and restructuring include:

- A reduction in the number of formal teams. Staff in OITA's program components are currently divided into a total of nine teams, each of which is headed by a GS-15 Senior Advisor. Combining existing teams will allow us to reduce the need for a number of higher-graded staff.
- A reduction in the number of GS-15s other than Senior Advisors. OITA's international programs currently have three non-supervisory GS-15s serving in positions other than team leaders. Several of these GS-15s support programs that OITA plans to significantly reduce in order to align the office's international priorities with the focus areas identified by the new administration. As the GS-15s who support these programs depart, OITA will restructure the positions to reduce their full promotion potential and to restructure the positions to support new priority programs.
- Realignment of resources across OITA will increase efficiencies in managing assistance agreements and contracts, which should reduce the number of staff needed to administer these vehicles. Some work currently supported by employees at the GS-13, 14, and 15 grade levels – in both the international and tribal programs -- can be reassigned to staff at lower grades.

OITA will target a total of six positions in accordance with the targeted position spreadsheet.

VSIP

VSIP will be offered for each of the six targeted positions, with a maximum of five offers being accepted. If OITA receives and accepts the maximum number of requests, $125,000 will be required for buy-outs.

A number of staff who occupy the targeted positions are already retirement eligible. VSIP will serve as an incentive for these employees to retire from federal service.

VERA

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Nineteen employees in OITA are VERA eligible. The estimate of the total number of employees in the office who are expected to take early retirement is two.

The administration's focus on a smaller number of key international and tribal programs will result in the need for fewer higher-graded employees as program leads. Reductions in major initiatives may necessitate the transfer of up to ten OITA employees to other parts of the agency. OITA may also need to make significant changes to portfolio assignments for up to twenty other employees as a result of rapidly changing focus areas for our programs. OITA seeks VERA authority as one option for alleviating the need to transfer employees.

Budget Information

Office of International and Tribal Affairs
Updated: Friday, June 30, 2017

Table A – Direct Costs for VERA/VSIP – FY 2017	
5 Targeted Positions for VSIP x $25,000	$ 125,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **5** Targeted Positions}	$ 73,000
Total Maximum Direct Costs	**$ 198,000**

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 12,221,150	$ 12,221,150
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 11,414,954	$ 11,414,954
E. Payroll for **5** New Hires	$ 174,542	$ 349,085
F. Payroll Savings for **5** VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 631,654	$ 457,111
G. Pre-VERA/VSIP Annual WCF Cost	$ 552,500	$ 552,500
H. Post VERA/VSIP Annual WCF Cost	$ 516,750	$ 516,750
I. WCF for **5** New Hires	$ 17,875	$ 35,750
J. WCF Savings for **5** VERA/VSIP Targeted Positions (J = G – H – I)	$ 17,875	$ 0
Projected Savings with VERA/VSIP (F + J)	**$ 649,529**	**$ 457,111**

Table B – Estimated Savings Assumptions

Line A	Payroll costs are calculated on OITA's workforce salary and benefits as of May 15 plus projected step increases for remainder of FY 2017. (No COLA projected in FY18 though 1.9% in FY19)
Line B	No additional VERA / VSIPs projected
Line C	No additional Leave Payout Cost projected
Line D	Average G14/S5 [Sal & Ben (27%)] for Targeted Positions

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Line E	Projected on-boarding April 2018; Average G9/S1 [Sal & Ben (27%)] for New Hires
Line H	Projected FY 2018 WCF FTE costs is $7,150/year; no projected increase to per year cost factor
Line I	Projected on-boarding April 2018

XI. Office of Land and Emergency Management

The Office of Land and Emergency Management is requesting approval authority for the use of VERA and VSIP.

OLEM will use these authorities to:

- Reshape its workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with appropriate skill mix through efficiencies and technology;
- Streamline OLEM's national workforce by reducing and reshaping the current top-heavy GS-13/14/15 grade structure to create opportunities for recruiting at lower grade levels for alignment with the agency's highest priorities;
- Restructure existing staff layers to improve organizational productivity while reducing the staffing and associated payroll costs;
- Review and evaluate all programs to take advantage of efficiencies by streamlining and centralizing functions, reducing administrative and programmatic redundancies, and consolidating program mission areas into Centers of Excellence;
- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and create hiring opportunities to correct significant competency gaps by creating a number of vacancies at lower grades (GS-7/9/11) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization.

OLEM currently employs 494 permanent employees. Of these, 112 are eligible for voluntary retirement, 134 are eligible for early retirement, and 451 are eligible for voluntary separation payments. OLEM plans to target 219 positions with a maximum of 94 offers. Both the VERA and VSIP opportunities will be offered to staff in targeted series in OLEM. The estimated number of employees expected to take early retirement is 24 employees (25%). Because OLEM will be restructuring and not eliminating positions, we expect to rehire approximately 94 positions.

OLEM manages the agency's programs for hazardous waste and underground storage tank management, contaminated site cleanup including federal facilities, Brownfields redevelopment, and accidental releases from oil and chemical facilities.

Under the Resource Conservation and Recovery Act, the Office of Resource Conservation and Recovery is primarily responsible for implementing EPA's resource conservation, recovery and waste management goals. ORCR's principal responsibility is to build a national waste management program, implemented through EPA regional offices and state programs. OLEM plans to reshape and realign its waste management program to create a more efficient national program in two areas:

(1) More efficient oversight of mature state implemented RCRA Subtitle C Permitting, Corrective Action, PCBs and other state implemented programs.

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Most states and territories are authorized to implement both the RCRA Hazardous Waste Permitting and Corrective Action programs. In many cases, the states oversee much of the Permitting and CA work through work sharing agreements with EPA. Today there are more efficient approaches to achieve effective program oversight. Through the use of technology, information, and collaborative problem solving, effective oversight can be achieved with fewer personnel resources.

(2) To offset resource reductions in prior years, efficiencies have been gained across the RCRA program due the implementation of a variety of LEAN efforts. These process improvements distill practical lessons learned and experiences contributed by federal, state, and regulated community representatives involved with many aspects of the federal hazardous waste program.

The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.
Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.
Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

The site characterization phase determines the nature and extent of contamination at the site, tests whether certain technologies are capable of treating the contamination, and evaluates the cost and performance of technologies to clean up the site. EPA begins its outreach and community involvement efforts concurrently with the site characterization phase as well as during the response decision process. Community Involvement Coordinators (CIC) work with community members throughout the cleanup process. On-Scene Coordinators and Remedial Project Managers also have significant roles along with input from hydrogeologists, toxicologists and ecological risk assessors and grants/project officers that administer cooperative agreements to states for their participation in the process.

OLEM proposes prioritizing cleanup work based on reducing risk and other factors at sites, including but not limited to sites that are good candidates for reuse. Therefore, we will continue to implement all phases of the response program to find future high risk/high redevelopment potential projects to add to the National Priorities List or to conduct removal actions. This will require careful allocation of resources to the completion of the other phases of the process, such as Record of Decision, and Remedial Design and Remedial Actions to achieve completion of site cleanups through fund-lead or enforcement-lead work. This may reduce the need for technical positions as well as administrative staff and will lead to program efficiencies and/or streamlined program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

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Office of Land and Emergency Management
(June 30, 2017 updated VERA/VSIP Tables)

Table A – Direct Costs for VERA/VSIP	
94 of Targeted Positions for VSIP x $25,000 *(94 offers)*	$2,350,000
Annual Leave Pay Out for 94 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 94 of Targeted Positions} *(Assumptions: 94 offers at an hourly rate of a GS-13/5 (DC locality) + 15% benefit [does not include health benefits])*	$1,335,597
Total Maximum Direct Costs	$3,685,597

Table B – Estimated Savings for FY 2018 through FY 2019 (assumptions list below)		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$82,712,000	$82,712,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$69,583,443	$69,583,443
E. Payroll for # New Hires	$3,358,789	$6,717,578
F. Payroll Savings for 94 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$9,769,768	$6,410,979
G. Pre-VERA/VSIP Annual WCF Cost	$15,702,000	$15,702,000
H. Post VERA/VSIP Annual WCF Cost	$15,044,000	$15,044,000
I. WCF for # New Hires	$329,000	$658,000
J. WCF Savings for 94 VERA/VSIP Targeted Positions (J = G – H – I)	$329,000	$0
Projected Savings with VERA/VSIP (F + J)	$10,098,768	$6,410,979

Assumptions for Table B

A: FY18 & assume FY 2017 Enacted Payroll for OLEM HQ (to allow for comparison)
B: '18 & '19 $0 as per instructions
C: '18 & '19 $0 as per instructions
D: '18 & '19 assumes savings of $13,128,557 (94 offers at GS-13/5 DC locality + 30% benefits costs)
E: '18 assumes 94 rehires at the GS-9/1 DC locality + 30% benefits for ½ year
'19 assumes all 94 are on board for full year (other assumptions the same)
F: '18 & '19 applies formula
G: '18 & '19 assume FY 17 WCF BOC 38 for OLEM HQ (total)
H: '18 & '19 assumes 94 offers leave at $7000/offer
I: '18 assumes 94 new hires at ½ year at $7000/hire
'19 assumes 94 new hires at full year at $7000/hire
J: '18 & '19 applies formula
Total savings = formula

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XII. Office of Research and Development

The Office of Research and Development plans to reshape its workforce to place a greater focus on the science supporting the Administrator's priorities of (1) supporting core drinking water/clean water infrastructure projects; (2) implementing TSCA reform: (3) bringing about measurable changes in communities with Superfund sites; and (4) attaining the air quality standards. Our plan is to accomplish this through the restructuring of our workforce by consolidating our Las Vegas workforce to other ORD locations, bringing our supervisor-to-staff ratio in line with agency standards, and reducing the number of highly graded, non-supervisory staff position.

Restructured positions will allow ORD the opportunity to maintain its core post-doctoral program that provides technical expertise in cutting-edge scientific areas supporting the agency's priorities, as well as to create vacancies to recruit staff at the entry level with the skill sets needed to support our core functions. Additionally, reducing the number of employees at our LV facility will allow us to reduce the footprint in leased space, eventually allowing us to reallocate those funds to other high priority initiatives.

ORD plans to use the VERA, in conjunction with the VSIP, as an incentive to implement these restructuring strategies. ORD historically has a low attrition rate, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. Together, these two authorities provide the most favorable opportunity for the organization to meet its goals while offering an attractive incentive for eligible employees to elect to leave the organization.

VSIP will be offered to a maximum of 183 employees with an estimated 55 (or 30%) accepting the offer. These offers will be made to retirement or early out (VERA) eligible employees located in LV, Nevada; eligible employees who are non-supervisors at the GS-14 and above grade level (to include SES, ST, SL); and eligible supervisors with <5 employees. ORD's labs, centers, and offices are all unique in how they support the priorities of the agency. Each will handle restructuring under the three scenarios slightly different based on their current staffing needs, mainly through a variance in the maximum offers by geographic location, series, and grade. Our attached template takes those considerations into account and includes numbers based on the LCO specific requests. ORD will not have any changes to its organizational chart as a result of these offers.

ORD currently has 1564 non-temporary employees. Of those, 322 employees are eligible for early retirement. VERA will be offered to 66 of the non-temporary employees in ORD. The estimate of the total number of employees in ORD who are expected to take early retirement is 13 (20%). ORD does not anticipate any involuntary separations, downgrades or transfers as a result of this restructuring. It is anticipated that it will be necessary to implement a limited number of details and reassignments as a result of the VERA in order to continue our restructuring/reshaping process. We anticipate some reassignments specifically associated with our goal to increase the supervisor/staff ratio in ORD. VERA will help us move toward that goal. Additionally, a reduction in the number of high graded non-supervisors as a result of this VERA will allow ORD to bring in new, lower graded employees with skills to take on work to support the agency's core functions, as well as continue our focus on our post doc program. Please see the targeted position spreadsheet for detailed information for each job series.

<u>Budget Information</u>

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Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Maximum Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	183 x $25,000 = $ 4,575,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 3,030,480
Total Maximum Direct Costs	$ 7,605,480

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$265,438,372	$265,438,372
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$231,738,922	$231,738,922
E. Payroll for # New Hires	$5,468,112	$10,936,224
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$28,231,338	$22,763,226
G. Pre-VERA/VSIP Annual WCF Cost	$10,560,825	$10,560,825
H. Post VERA/VSIP Annual WCF Cost	$9,412,500	$9,412,500
I. WCF for # New Hires	$661,342	$588,846
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$486,983	$559,479
Projected Savings with VERA/VSIP (F + J)	$28,718,321	$23,322,705

Budget assumptions:
Table A:
 # Targeted x 25,000: Assumes max (cap) of 183 accept $25K each for a total of $4.575M
Annual Leave Pay Out: The average hourly rate for the targeted pool is $69 x 183 max (cap) x 240 hours = $3,030,480

Table B:
A: Amounts of PC&B for ORD as of FY17
B: Assumes that no VERA/VSIP payout will take place in FY18 or FY19.
C: Assumes that no leave payout will take place in FY18 or FY19.
D: Amounts of PC&B estimated for cap of 183 leaving with $145,000 average salary and 27% benefits % of PC&B estimate across EPA, so (Line A) - (183 X $145,000 X 127%) = $231,728,922 for FY18 and the same for FY19.
E: We estimate 92 new hires at an average hourly rate of $45/hour, with 27% benefits. We assume the new hires work half the year for FY18 and all FY19, so, (92 X $45 X 2080 X 127% X 50%) = $5,468,112 for FY18, and double or $10,936,224 FY19.
G: The $6275 WCF cost/year/person for FY17 for ORD FTE times 1683 FTE FY18/FY19 is: (1683 X $6275) = $10,560,825.
H: $6275 WCF cost/year/person for FY17. Assuming 183 depart, (Line G) - ($6275 X 183) = $9,412,500 FY18/FY19.

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I: $6275 WCF cost/year/person for FY17. Additional one-time background check costs are $4051/employee. For 92 new hires, working a half year in FY18 and all FY19, cost is ($6275 X 50% X 92) + ($4051 X 92) = $661,342 for FY18 and ($6275 X 92) = $559,479 for FY19.

XIII. Office of Water

The Office of Water (OW – Washington, DC and Cincinnati, OH) will use the VERA and VSIP authorities to:

- Reduce and rebalance our current grade structure by reducing GS-13s and GS-14s, non-supervisory GS-15s, and supervisory and non-supervisory SLs to adjust skill and grade levels.
- Restructure our programmatic and administrative positions to refresh skill sets to address modern and ever-changing technologies, enhance collaboration and coordination, and deal with increasingly complex technical and scientific challenges.
- Reshape current workforce to correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities in current and potentially different series to create a higher-performing organization.
- Assess on an ongoing basis our position management structure and make future changes based on staff attrition and changing technology.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

The office will reassign the most complex work (i.e., GS-13 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. This will allow us to recruit at the entry-level for positions working on program and technical issues that require the integration of multimedia approaches and new technology skills to more efficiently and effectively implement program objectives. Other positions, to the extent feasible and practical, will be restructured through the transfer and retraining of staff with outdated skill sets or staff that are currently focused on work activities that will not be emphasized in the future.

How VSIP will be used in conjunction with VERA

OW will use the VERA authority to increase the number of positions in the targeted job series who would be eligible to accept a VSIP offer, if they were allowed to retire early. Currently, there are 85 targeted positions that are eligible for voluntary (optional) retirement and eligible to accept a VSIP offer without VERA approval. The number of VERA employees eligible for a VSIP is 67 so by adding VERA, the number of targeted positions who are eligible to accept a VSIP offer increases to 152 and improves the probability of reaching the OW goal to realign resources. Additionally, by adding employees who are eligible for VSIP only (239) and not eligible for voluntary or early retirement, it increases our number of positions in targeted job series to 391. OW will make VERA and VSIP offers simultaneously to all employees in targeted positions during the same offer period. A total of 30 VSIP offers will be approved and the combined use of VERA authority along with the VSIP offers will increase the odds of OW reaching the goals of restructuring and reshaping the workforce. OW will approve up to 30 VSIPs, each up to the maximum of $25,000 or the amount of severance pay to which an employee is entitled (whichever is less).

VERA-Specific Information

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Number of non-temporary employees in OW undergoing change	391
Number of non-temporary employees in OW who may be involuntarily separated, downgraded, transferred, or reassigned as a result of the situation	5
Number of employees in OW who are eligible for early retirement (excluding employees eligible for optional retirement)	67
The estimate of the total number of employees in OW who are expected to take early retirement is:	5

The actions listed below provide a description of the types of personnel actions anticipated as a result of OW's need for voluntary early retirement authority:

- Directed Reassignments
- Details
- Voluntary Separations
- Abolish or Reclassify Positions
- Voluntary Retirements
- Internal and External Recruitments

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
Annual Leave Pay Out for 30 targeted positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions}	$470,098
Total Maximum Direct Costs	$1,220,098

1) Annual Leave payout is calculated based on the average grade and step for the target pool:
   - Hourly salary of an SL employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $84.76 x 240 = $20,342 x 1 = $20,342
   - Hourly salary of a GS15, Step 7 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $75.77 x 240 = $18,185 x 11 = $200,033
   - Hourly salary of a GS14, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $62.62 x 240 = $15,029 x 9 = $135,261
   - Hourly salary of a GS13, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs. $52.99 x 240 = $12,718 x 9 = $114,462
   - The total leave payout is the sum of $20,342 + $200,033 + $135,261 + $114,462 = $470,098
2) The total maximum direct cost is the sum of $750,000 + $470,098 = $1,220,098

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$92,832,000	$92,832,000

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B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost (pre-VERA/VSIP payroll cost- payroll for 30 targeted positions)	$87,314,227	$87,314,227
E. Payroll for 15 New Hires (assumes 15 FTEs external to OW by mid-year in FY18)	$634,473	$1,268,946
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,883,300	$4,248,827
G. Pre-VERA/VSIP Annual WCF Cost	$5,914,224	$5,914,224
H. Post VERA/VSIP Annual WCF Cost	$5,619,984	$5,619,984
I. WCF for 15 New Hires (assumes half of WCF costs for FY18; full WCF for FY19)	$73,560	$147,120
J. WCF Savings for 30 VERA/VSIP Targeted Positions (J = G – H – I)	$220,680	$147,120
Projected Savings with VERA/VSIP (F + J)	$5,103,980	$4,395,947

A. Pre VERA/VSIP costs are based on the 2017 Opplan payroll.

B and C. Employees will be required to separate by the end of Fiscal Year 2017 so there are no anticipated VERA/VSIP costs or payroll associated with FY18 or FY19.

D. Post VERA/VSIP annual payroll is pre-VERA/VSIP payroll minus the payroll costs for 30 targeted positions. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits. This total is multiplied by the number of VERA/VSIPs offered.

SL $176,303 x 1 = $176,303

GS 15/7 $158,123 x 11 = $1,739,353

GS 14/6 $130,692 x 9 = $1,176,228

GS 13/6 $110,595 x 9 = $995,355

Total payroll costs for targeted VERA/VSIP positions = $4,087,239 + 35% = $5,517,773

Post VERA/VSIP annual payroll = $92,832,000- $5,517,773 = $87,314,227

E. Assumes new hires will be on board for half of FY18 and the entirety of FY19. Salary calculations are based on the annual salary of an employee in Washington, D.C. An additional 35% increase is added to account for benefits.

GS 9/1 $54,972 x 5 = $274,860 x .5 = $137,430

GS 11/1 $66,510 x10 = $665,100 x .5 = $332,550

E (FY19). $274,860 + $665,100 = $939,960 + .35 = $1,268,946

E (FY18). $939,960 x .5 = $469,980 + .35 = $634,473

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F (FY18) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $634,473 = $4,883,300

F (FY19) Payroll Savings for # VERA/VSIP Targeted Positions

$92,832,000 – $0 – $0 - $87,314,227 - $1,268,946 = $4,248,827

G. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access.

$9,808 x 603 on-boards = $5,914,224

H. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access, times the targeted number of VERA/VSIP positions. Total Working capital fund costs – VERA/VSIP savings.

$9,808 x 30 = $294,240
$5,914,224- $294,240 = $5,619,984

I. Working Capital Fund costs assume new hires will be on board for half of FY18 and the entirety of FY19.

(FY18). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access. Cost for 6 months is $4,904. $4,904 x 15 = $73,560

I (FY19). Working capital fund costs are based on $9,808 per person per year for computer, telephone and internet access, times the targeted new hires. $9,808 x 15 = $147,120

J (FY18) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $73,560 = $220,680

J (FY19) WCF Savings for # VERA/VSIP Targeted Positions

$5,914,224- $5,619,984 - $147,120 = $147,120

FY18 Projected Savings with VERA/VSIP. $4,883,300 + $220,680 = $5,103,980

FY19 Projected Savings with VERA/VSIP. $4,248,827 + $147,120 = $4,395,947

XIV. Region 1

Business Case

Region 1 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts/goals in three areas: consolidate/reduce administrative support; reduce/restructure highly graded positions; and restructure positions to focus on technical and programmatic priorities and core business functions.

Region 1 employs 567 non-term employees. Currently, 137 (24%) of our workforce is eligible for a Regular Retirement, and 201 (36%) of our workforce is eligible for an Early Retirement. While we have

made good progress in shaping a workforce to meet our mission's objectives, the region's continued low attrition ranging from 3% to 4% per year has slowed our efforts to restructure the workforce and achieve efficiencies. Using a strategic but narrow approach to identifying eligible positions in each Division, we believe that VERA/VSIP can accelerate our workforce restructuring goals. Region 1 senior leaders have determined that offering VSIP in conjunction with VERA will increase our ability to meet these goals.

Region 1 will offer a total of 36 VERA/VSIP opportunities to 112 positions which are eligible for either a Regular Retirement or an Early Retirement. Region 1 will not be offering VSIP to employees not currently eligible for Regular Retirement or an Early Retirement, as management has determined, with our narrow approach, the skill sets and positions established are needed to support mission objectives. The estimate of total number of employees in the region to take an early retirement is seven.

Administrative and Support Functions: As the region adopts new technologies, employs Lean principles to our operations, and centralizes certain functions, our administrative and support needs continue to change. In the case of the VERA/VSIP opportunities offered to administrative and support functions, the remaining work will be pooled or absorbed with existing positions, or restructured into lower graded, part-time positions.

Region 1 will offer a maximum of 5 VERA/VSIP opportunities to 9 individuals/positions in the Boston, Massachusetts location.

Reduce and/or Restructure Highly Graded Positions: Region 1 plans to reduce the number of high graded technical experts and senior policy advisors to better reflect the current priority work. For emerging priority needs, the region will work with our SSC to restructure technical expert positions and senior policy advisors consistent with classification standards used across the agency. In instances where the position is eliminated, remaining work will be redistributed to grade appropriate positions, or the position may be reclassified at a lower grade level and considered for reassignment. To support a greater balance of grade levels across the region we may consider entry-level hiring for positions needing new skill sets or expertise not readily available within the region.

Region 1 will offer a maximum of 12 VERA/VSIP opportunities to 27 individuals/positions: 3 VERA/VSIP opportunities to employees in Chelmsford, MA; and 9 VERA/VSIP opportunities to employees in Boston, Massachusetts location.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Table A – Direct Costs for VERA/VSIP	
36 of Targeted Positions for VSIP x $25,000	$ 900,000
Annual Leave Pay Out for 36 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 320 x # of Targeted Positions}	$ 665,219

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Total Maximum Direct Costs	$ 1,565,219

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$86,525,000	$86,525,000
B. VERA/ VSIP Payout Cost	0	
C. Leave Payout Cost	0	
D. Post VERA/VSIP Annual Payroll Cost	$80,953,776	$80,953,776
E. Payroll for # New Hires	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,571,224	$5,571,224
G. Pre-VERA/VSIP Annual WCF Cost	$2,774,000	$2,774,000
H. Post VERA/VSIP Annual WCF Cost	$2,630,000	$2,630,000
I. WCF for # New Hires	0	0
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 144,000	$ 144,000
Projected Savings with VERA/VSIP (F + J)	$5,715,224	$5,715,224

Table A:
Assumed maximum carryover and leave to date of calculation and assumed some used average 320 annual leave hours times hourly rate at step 10 of grade

Table B:
A: This is the Annual Payroll Cost per Bas v. 1 for Region 1
D. Assumed the Step 10 for each grade level targeted
I. No planned external hires as a result of VERA/VSIP restructured positions. Internal hires will be used. Have factored in Annual Payroll Costs in line A.
J. Annual WCF costs $ 4,000 per position

XV. Region 2

Business Case

Region 2 proposes to extend a maximum of 30 VERA/VSIP offers, up to 27 to employees with a New York, NY duty station and up to three to employees with an Edison, NJ duty station. These fall into three of the six major themes identified by the agency. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

- Consolidate and streamline functions/activities/reduce number of programs.
- Restructure or reduce highly-graded supervisory or non-supervisory positions.
- Consolidate or Reduce Administrative or Support Functions.

The estimated number of employees expected to take early retirement is eight to 10. This assumes that 1) a majority but not all of slots will be taken; and 2) employees eligible for regular retirement will have service computation dates that have the effect of precluding some offers to less senior VERA-eligible applicants. Region 2 intends for employees in targeted positions to be included in the offer pool regardless of whether they are eligible for VSIP and regular retirement, VERA/VSIP, or VSIP only.

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Absent a VERA/VSIP, we would anticipate no involuntary actions of an adverse nature; some employees would need to be reassigned. We do not anticipate undertaking a reorganization following the implementation of this VERA/VSIP proposal. Therefore, we are providing a single set of organization charts. The theme-based paragraphs above convey a sense of how the region would operate with certain positions eliminated and others filled at lower grades, different series, or with a different set of programmatic responsibilities. We anticipate that personnel actions as a result of VERA/VSIP implementation would include a modest number of reassignments, details, and merit promotions. We may also proceed with external hires at the entry level based on feasibility and degree of need.

Budget Information

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate of based on the average grade and step of the targeted pool x 240 x 30 Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

Notes:

* Annual leave payouts based on an average hourly rate of $52.805 and 320 hours of leave for each employee who takes the VV.

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	***FY 2019 Estimate***
A. Pre-VERA/VSIP Annual Payroll Cost	$ 121,683,000	$ 121,683,000
B. VERA/ VSIP Payout Cost	$ -	$ -
C. Leave Payout Cost	$ -	$ -
D. Post VERA/VSIP Annual Payroll Cost	$ 117,207,977	$ 117,207,977
E. Payroll for 15 New Hires	$ 577,588	$ 1,155,177
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 3,897,435	$ 3,319,846
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,887,000	$ 3,887,000

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H. Post VERA/VSIP Annual WCF Cost	$	3,767,000	$	3,767,000
I. WCF for 15 New Hires	$	30,000	$	60,000
J. WCF Savings for 15 VERA/VSIP Targeted Positions (J = G – H – I)	$	90,000	$	60,000
Projected Savings with VERA/VSIP (F + J)	$	3,987,435	$	3,379,846

Notes:

A. 2018 Pre-VV Annual Payroll Cost based on current FY 2017 payroll costs.
B. VV payout takes place in FY 17 and does not impact FY 18 or FY 19.
C. Leave payout takes place in FY 17 and does not impact FY 18 or FY 19.
D. Projected payroll costs based on current FY 17 salaries.
E. Payroll for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.
G. For WCF savings and hires, $4,000 used per position.
H. For WCF savings and hires, $4,000 used per position.
I. WCF for New Hires assume the 15 positions identified for restructuring will be filled within 6 months for FY 2018 and will be charging the entire FY for FY 2019.

XVI. Region 3

Business Case

Region 3 is requesting VERA/VSIP authority to increase its flexibility in implementing efficiency measures by eliminating positions, restructuring positions and reassigning staff to priority programs. The region is currently at FTE ceiling. The current attrition rate of 3-4% annually, would not allow the region to pursue the efficiency measures without VERA/VSIP incentives. To achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. Future reorganizations would be based on outcomes from new initiatives and policy directions and the response to VERA/VSIP. The region is proposing the following actions to increase efficiency and effectiveness of agency programs and regional operations:

1. **Delayering.**

On average, the supervisor to staff ratio in the region is 1:8. The ratios vary widely by Divisions and there are opportunities to reorganize functions in order eliminate supervisory positions and decrease supervisory layers. In addition, an increased focus on scientific positions has reduced the need for Supervisory Environmental Protection Specialists.

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2. **Consolidate or reduce administrative functions.**

Improvements in technology and decreased dependence on paper has made many traditional administrative and clerical functions obsolete. By offering VERA/VSIP to all grades in the administrative and clerical series, these support functions can be consolidated.

3. **Restructure and reduce highly graded supervisory and non-supervisory positions.**

The region has over 85 non-supervisory GS-14/15 positions. Offering VERA/VSIP to all eligible staff in this population will help reduce the number of GS-14 and 15 employees. Remaining non-supervisory GS-14/15s can be reassigned to vacated supervisory positions where suitable.

Forty percent of the region is a GS-13. While there is a need to maintain higher graded staff to provide leadership and subject matter expertise to programs, the region is weighted heavily in higher grades. Through attrition gained by VERA/VSIP, the region will restructure functions and reassign work to the existing positions. The region has over 100 interdisciplinary scientists at the GS-07/09/11/12 level who can be reassigned to new functions to fill critical areas. These entry level staff will benefit from cross training early in their career and build the capability of the next generation of agency leaders. The region does not anticipate filling any of the positions with external candidates, though there may be opportunities for reassignments and merit promotion actions within the existing workforce.

4. **Restructure to focus on core business functions.**

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. These functions are filled by staff in a range of positions, series and grades. By offering VERA/VSIP widely, staff remaining in these functions can be shifted to new program requirements.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
159 of Targeted Positions for VSIP x $25,000	$ 3,975,000
Annual Leave Pay Out for 159 of Targeted Positions for VERA, Optional Retirement or Resignation {$51.65 based on the GS-13/6 of the targeted pool x 240 x 159 of Targeted Positions}	$ 1,970,964
Total Maximum Direct Costs	$ 5,945,964

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$112,875,000	$112,875,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0

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D. Post VERA/VSIP Annual Payroll Cost	$95,737,344	$95,737,344
E. Payroll for 0 New Hires	0	0
F. Payroll Savings for 159 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$17,137,656	$17,137,656
G. Pre-VERA/VSIP Annual WCF Cost	$4,196,547	$4,196,547
H. Post VERA/VSIP Annual WCF Cost	$3,343,830	$3,343,830
I. WCF for 0 New Hires	0	0
J. WCF Savings for 159 VERA/VSIP Targeted Positions (J = G – H – I)	$852,717	$852,717
Projected Savings with VERA/VSIP (F + J)	$17,990,373	$17,990,373

Footnotes

1. Table A – Hourly rate ($51.65) of a GS-13/6 X 240 X 159 (# of targeted positions)
2. Table B – Row D – Yearly salary ($107,784) of a GS-13/6 x 159 = $17,137,656 subtracted from $112,625,000
3. Table B – Row G - $5,363/per person X 782.5 FTE
4. Table B- Row J - $5,363 X 159 = $852,717

XVII. Region 4

Business Case

As Region 4 continues to acquire the skills needed to perform current and emerging technical, analytical and programmatic work of the organization, we will need skill sets that are multidisciplinary, highly analytical, creative, and flexible. Building on our FY 2014 VERA/VSIP efforts in restructuring the workforce to create a higher-performing organization, we will utilize these authorities to continue to focus on optimizing our workforce in support of the agency's and region's mission critical priorities. The VERA and VSIP authorities will allow region 4 to continue to garner efficiencies and better serve customers. Region 4 will align grade levels and restructure the workforce to recruit new skills and competencies in support of evolving agency needs and mission critical core programs; and, meet technical, operational, financial, and programmatic challenges facing the organization. This will include providing training and assistance to our state counterparts and addressing critical infrastructure needs within the region, in addition to, increasing the number of employees trained and working in core program areas (i.e., biological sciences, environmental engineering, physical sciences, and project management) while reducing certain administrative/clerical series and other functions related to non-core program work.

Region 4 will reduce positions which are obsolete and/or do not provide optimum flexibility in staffing environmental programs, technical, mission support, information and operations positions. Readjusting priorities, we will have the opportunity to recruit skills to meet emerging technical and programmatic needs. In consolidating position functions into other technical positions, we will improve flexibility and increase efficiency of core mission functions. We will reshape the workforce where the demand for specific skills is no longer there, place expertise in needed areas; and, recruit at lower grades where gaps are identified.

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Region 4 has been a leader in working with state and private partners to develop tools to increase the capacity of state and local governments to adopt and implement more efficient policies, practices and incentives. In continuing cooperative federalism, we intend to take advantage of the efficiencies created by those tools, including technology, information and collaborative problem solving. Our partnership with states and tribes will allow us to focus efforts to realign resources, streamline and merge functions across the organization, reduce redundancies and subsequently strengthen our support of state and tribal functions.

Region 4 continues to evaluate opportunities for consolidation or realigning resources for compliance and enforcement activities. The region has identified opportunities to achieve near term workforce reductions to achieve a more efficient and focused enforcement and compliance program.
Region 4 will capitalize on workforce reductions to create more efficiencies by aligning with the agency's strategic direction and support efforts to manage shortfalls in extramural funding experienced over the past few years. Priorities will be realigned with personnel focusing efforts on addressing high risk sites and on economic redevelopment possibilities. The region will continue to reallocate resources to achieve completion of site clean ups through fund lead or enforcement lead work. As a result, it is anticipated that the efforts will lead to program efficiencies and further streamline program operations, including the implementation of cross discipline expertise, consolidation of organizational elements, and the introduction of entirely new competencies to better meet program goals.

As positions are vacated, Region 4 will review to determine appropriate restructuring. Decisions on job series, duties, grade and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels, and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties and grade level(s) appropriate for the scope of work performed. In some cases, the duties of a vacated position may be reassigned to another position.

The aforementioned efforts will facilitate strategic workforce planning to ensure mission critical positions are filled and hiring priorities are adjusted to correct any anticipated significant competency gaps within the organization.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP – Region 4	
25 of Targeted Positions for VSIP x $25,000	$ 625,000
Annual Leave Pay Out for **25** of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x **25** of Targeted Positions}	$ 284,114
Total Maximum Direct Costs	$909,114

Table B – Estimated Savings for FY 2018 through FY 2019 – Region 4		
	FY 2018 Estimate	FY 2019 Estimate

A. Pre-VERA/VSIP Annual Payroll Cost	$130,535,000	$130,535,000
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$126,935,000	$126,935,000
E. Payroll for **15** New Hires	$1,087,500	$2,175,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,512,500	$1,425,000
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,946,500	$3,946,500
I. WCF for **15** New Hires	$33,750	$67,500
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$78,750	$45,000
Projected Savings with VERA/VSIP (F + J)	$2,591,250	$1,470,000

Table A
Calculation based the 25 particular targeted positions' grade level @step-5 hourly rate.

Table B
Row A: Annual payroll cost (2017 Operating Plan Payroll – Pre-VERA/VSIP)
Row B: Assumes VERA/VSIP payout takes place in FY17 and no impact to FY18 or FY19.
Row C: Assumes Leave Payout takes place in FY17 and no impact FY18 or FY19.
Row D: Annual payroll cost less cost for 25 targeted positions @$144K each ($130,535,000-$3.600,000).
Row E: Assumes 15 external hires to R4 @$145k each (FY18-50% and FY19-100%).
Row G: WCF cost/regional employee. ($4500 per employee)
Row H: Assumes WCF on-board cost minus 25 targeted positions. ($4500 per position)
Row I: Assumes $4,500 @15 new hires (FY18-50% and FY19-100%).

XVIII. Region 5

Business Case

Both the VERA and VSIP opportunities will be offered to a maximum of 79 employees in targeted occupations, and grade levels located within EPA Region 5. Region 5 will target 182 positions and a maximum of 79 offers will be made. Decisions on who receives VERA and VSIP will be prioritized based upon the employee's permanent official position of record, occupational series, and grade level.

Our shifting mission requirements and need for efficiencies require the region to reduce, rebalance, and restructure our workforce in a manner not possible through current attrition rates, which have averaged about 4%, without the use of VERA/VSIP. Region 5 is seeking VERA/VSIP authority to focus on ensuring that critical positions and job series are maintained and occupied with employees with the appropriate skills to meet our mission. Opportunities to gain efficiencies through consolidation and restructuring to increase the staff to supervisory ratio while rebalancing the top-heavy specialist positions into entry-level generalist positions are described in detail below.

Information Required for VERA and VSIP Requests

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As part of our planning process, we reviewed our workforce demographics to determine the number of positions, occupations, and grade levels to be considered for workforce reshaping to accommodate shifting priorities in the agency and within the region. In addition to targeting positions that will be eliminated, we plan to use VERA and VSIP to target organizations and/or job series that could provide efficiency opportunities by moving to broader scientist/engineer series by restructuring higher graded specialist positions. This should provide for flexibility in the workforce regardless of budget constraints. We plan to reduce and restructure our workforce through a multi-pronged approach of consolidating duties, reducing branches and sections within most divisions/offices, and addressing the changing nature of workforce skill requirements.

Region 5 has a substantial number of employees eligible for optional retirement and an even higher number of VERA-eligible employees. However, given our low attrition rate and the fact that many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility, we are requesting authority to offer VERA with VSIP to supplement our number in order to reach our goal of 79 voluntary separations.

Offering VERA with VSIP is more appealing than VERA alone and most likely will help us achieve the voluntary separations needed to restructure the grade levels of our workforce and gain the skillsets needed to meet current and future mission needs.

VERA Specific Information

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Region 5 employs 1,075 permanent employees. There are 244 employees currently eligible for retirement, with an additional 42 becoming eligible by the end for this calendar year. There are 278 employees eligible for VERA under the plan, with an additional 3 becoming eligible by the end of the calendar year. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is nine (9).

As a result of the agency's need for VERA, Region 5 anticipates the following personnel actions may be necessary:

- Directed reassignments
- Details
- Temporary promotions
- Voluntary separations
- Abolish and/or reclassify positions

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
79 of Targeted Positions for VSIP x $25,000	$ 1,975,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average	$ 939,658

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grade and step of the targeted pool x 240 x 79 of Targeted Positions}	
Total Maximum Direct Costs	$ 2,914,658

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$145,857,958	$145,857,958
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$135,515,460	$135,515,460
E. Payroll for 71 New Hires	$2,368,330	$4,736,659
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$7,974,168	$5,605,839
G. Pre-VERA/VSIP Annual WCF Cost	$5,295,000	$5,295,000
H. Post VERA/VSIP Annual WCF Cost	$4,979,000	$4,979,000
I. WCF for 71 New Hires	$142,000	$284,000
J. WCF Savings for 79 VERA/VSIP Targeted Positions (J = G – H – I)	$174,000	$32,000
Projected Savings with VERA/VSIP (F + J)	$8,148,168	$5,637,839

Table A
Used average hourly rate of $49.56 for a GS12 step 10.

Table B
A: Base cost from latest pay period posted (2017 PP20) projected for 26 pay periods with 27% added for benefits ($4,417,261 x 26 x 127%).
B: $0 per guidance
C: $0 per guidance
D: Row A minus annual payroll cost of 79 targeted positions ($49.56 x 127% x 2080 Hours x 79).
E: New outside hires at lower pay (GS 9 step 1) for restructured positions using $26.29 per hour including 22% for benefits ($26.29 x 2080 x 122% x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.
G: WCF amount pulled from BAS v4.0 2017 Enacted Operating Plan
H: Row G minus annual WCF cost of 79 targeted positions ($4,000 x 79).
I: New outside hires for restructured positions using annual WCF cost of $4,000 per FTE ($4,000 x 71) starting at mid-year 2018. Applied half the amount to 2018 and the full amount to 2019.

XIX. Region 6

Business Case

Region 6 proposes a broad VERA/VSIP offering to over 200 of our current on-board employees in anticipation of a restructuring of organizational components, consolidation of functions, and delayering of management to achieve both near-term workforce reductions and to establish a more efficient organization better aligned to accomplish the agency's strategic direction. Region 6 identified 147 maximum offers that will be made under the VERA/VSIP program, and will extend those offers to

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employees in all job series and grades within targeted levels, consistent with our goal of fully utilizing the VERA/VSIP programs to reshape our organization. Region 6 is proposing the following actions to increase efficiency and effectiveness of agency core environmental programs and regional operations:

1. Delayering.

Region 6 has identified opportunities to organize our functions and organizations in order to eliminate supervisory positions and decrease supervisory layers. Organizational options to delayer our organization will be identified at the completion of the VERA/VSIP program when a better understanding of vacated positions is known. Therefore, future organizational charts will not be submitted at this time.

2. Consolidate or reduce administrative functions.

As a result of Region 6's use of technology improvements, online collaborative tools and decreased dependence on paper, many traditional administrative and clerical functions are becoming obsolete. By offering VERA/VSIP program to all grades in the administrative and clerical series, these support functions can be more efficient through consolidation and savings can be focused on priority work.

3. Restructure and reduce highly graded supervisory and non-supervisory positions.

Region 6 has identified opportunities to utilize the VERA/VSIP program to restructure and reduce many of our highly graded positions in the region. Approximately 47% percent of the region's employees are GS-13. Region 6 has 86 non-supervisory GS-14/15 positions including attorneys. Ten of these non-supervisory attorney positions have been identified as safe positions associated with priority work. Offering the VERA/VSIP program to all eligible staff in this population will help reduce the number of GS-14 and 15 employees, allow us to improve the distribution of work and reinvest savings in priority program areas.

4. Restructure to focus on core business functions.

Changes to program implementation including an enhanced partnership with states focusing on cooperative federalism have decreased the need for project officers, investigators, compliance officers, grants administration, and outreach. Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to align our organization and workforce with priority work. These functions are filled by staff in a range of positions, series and grades. By offering the VERA/VSIP program broadly, Region 6 will be able to both direct employees toward new program requirements and invest savings to priority program areas.

5. Restructure to focus on STEM/programmatic priorities

Region 6 has identified opportunities to utilize the VERA/VSIP program to improve our ability to focus on core scientific requirements and programmatic priorities necessary to accomplish the agency's mission. Region 6 intends to focus on STEM disciplines to better align our workforce with the agency priorities related to essential technical work and invest savings in these areas.

6. Consolidate and streamline functions/activities/reduce number of programs

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Region 6 has identified opportunities to utilize the VERA/VSIP program to generate savings through consolidation and streamlining our work. By offering the VERA/VSIP program, Region 6 will be able to realize gains in efficiencies, improve integration with state and tribal partners, and invest savings to priority program areas.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step – this is a GS-13 step 10 for Region 6) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP (147) x $25,000	$3,675,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	147x$56.96x240 = $2,009,549
Total Maximum Direct Costs	$5,684,549

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$107,218,000	$107,218,000
B. VERA/ VSIP Payout Cost	-0-	-0-
C. Leave Payout Cost	-0-	-0-
D. Post VERA/VSIP Annual Payroll Cost	$85,832,271	$85,832,271
E. Payroll for # New Hires (127 in FY 18 GS-9 step 1)	$3,356,152	$6,712,305
F. Payroll Savings for # VERA/VSIP Targeted Positions	$18,029,577	$14,673,424
G. Pre-VERA/VSIP Annual WCF Cost	$4,157,417	$4,157,417
H. Post VERA/VSIP Annual WCF Cost	$3,328,190	$3,328,190
I. WCF for # New Hires (127 in FY 18, GS-9 step 1)	$358,204	$716,407
J. WCF Savings for # VERA/VSIP Targeted Positions	$471,023	$112,820
Projected Savings with VERA/VSIP (F + J)	$18,500,600	$14,786,244

Table A:
Annual leave payout based on average GS 13 Step 10.

Table B:

A. Payroll Ceiling is based on FY 17 on-board FTE of 737 on 31 Mar 2017. No price adjustments for COLAs are included.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Lump Sum Leave payout takes place in FY17 and does not impact FY18 or FY19.
D. Annual payroll of 590 remaining FTE after VERA/VSIP based on average annual labor cost. ($145,479 x 590 = $85,832,271).
E. New hires of 127 FTE at GS 9 Step 1, start date April 2018.
F. A-B-C-D-E = F.
G. Average WCF Cost of $5,641 per 737 FTE.
H. Average WCF Cost of $5,641 per 590 FTE.
I. Average WCF Cost of $5,641 per 127 FTE, start date April 2018.
J. G-H-I = J.

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XX. Region 7

Business Case

Region 7's low attrition rate (around 4%) will not generate enough attrition to create a sufficient number of vacancies to rebalance and reshape our workforce. In order to avoid the use of more drastic authorities, Region 7 would like to utilize VERA and VSIP to reduce the level of full time employee equivalents.

Targeting decisions were made by senior managers based on the specific mission needs required to reshape the Region 7 workforce with new skills and competencies. Through attrition gained by VERA and VSIP, we expect fewer higher graded positions and the most complex work (i.e., GS-13 level and above) will be reassigned to remaining higher graded positions in order to concentrate this work into fewer positions. In addition to creating more workforce balance between higher and lower graded positions, our restructuring is expected to introduce enhanced integration of multimedia approaches and advanced technology skills to more efficiently and effectively implement program objectives.

Region 7 will offer a total of 45 VERA/VSIP opportunities up to 168 non-SES positions which are eligible for either a regular retirement or an early retirement. The following occupational series are not the focus for VERA/VSIP in Region 7: SES, GS-510, GS-511, GS-1102, GS-1109, GS-2210 as well as Phased Retirees. Region 7 will not be offering VSIP to employees not currently eligible for regular retirement or an early retirement. As with other federal workforce restructuring authorities, the agency has the ability to reassign employees to minimize the impact of its restructuring efforts.

Region 7 will use these authorities in three focused themes to help transform the workforce:

- Restructure or reduce highly graded supervisory and non-supervisory positions at the GS-13 through GS-15 grade levels, across all divisions and geographic locations within Region 7 to meet our changing mission requirements and move to new models of work. The change in program priorities of the agency and the region has decreased the need for many specialized non-supervisory positions. The work of the non-supervisory positions can be consolidated, eliminated, or redistributed to lower-graded positions.
- Restructure to focus on core business functions in our regional programmatic support positions at the GS-9 through GS-15 grade levels, supervisory and non-supervisory positions, across all divisions within the Kansas and Missouri offices to more efficiently and effectively implement program objectives. Restructuring some of the positions performing these functions could reduce redundancies and promote greater efficiencies.
- Consolidate or reduce administrative or support functions positions at the GS-6 through GS-11 grade levels across all divisions in the Kansas offices to better align with current and projected workload needs. Region 7 may realign administrative support resources and combine functions to capitalize on efficiencies and for enhancing the positions with new skills and competencies. Region 7 will be in a position to pursue additional administrative support consolidation scenarios, or at the very least, will continue to consolidate the administrative support functions into fewer positions.

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Region 7's goal is to reduce the overall workforce from 497 permanent employees to 452 permanent employees for FY 2017. VSIP opportunities will be offered to up to 45 employees. The estimate of the total number of employees in Region 7 who are expected to take early retirement is 10.

Specific Region 7 Divisional Plans:

Superfund Division

- 3 Remedial Project Manager positions within 1301 occupational series will be safe positions.
- 1 On Scene Coordinator and 2 Remedial Project Manager (total of 3) positions within 819 occupational series will be safe positions.
- Maximum offers up to 2 RPMs and 2 OSCs.

Budget Information

Table A – Direct Costs for VERA/VSIP	
45 of Targeted Positions for VSIP x $25,000	$ 1,125,000
Annual Leave Pay Out for 45 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step (GS-12/10) of the targeted pool $45.16 x 240 x 45 of Targeted Positions}	$ 487,728
Total Maximum Direct Costs	$ 1,612,728

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	63,413,538	63,413,538
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	57,451,882	57,451,882
E. Payroll for 3 New Hires	198,722	397,444
F. Payroll Savings for 45 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	5,762,934	5,564,212
G. Pre-VERA/VSIP Annual WCF Cost	2,400,000	2,400,000
H. Post VERA/VSIP Annual WCF Cost	2,220,000	2,220,000
I. WCF for 3 New Hires	6,000	12,000
J. WCF Savings for 45 VERA/VSIP Targeted Positions (J = G – H – I)	174,000	168,000
Projected Savings with VERA/VSIP (F + J)	5,936,934	5,732,212

FOOTNOTES:

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Table B

A. Based on FY2016 total payroll expense incurred.
B. All V/V payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
C. All V/V leave payout cost in FY 2017. No cost incurred in FY 2018 or 2019.
D. For 2018 and 2019, Pre-V/V annual payroll cost less 45 targeted positions x GS-12 step 10 average salary of $128,644 or [$63,791,000 – (45 x $128,644)].
E. Assumes 42 of the 45 targeted positions will be absorbed internally through restructuring at no additional payroll cost. Three (3) of the 45 targeted positions will be filled externally and assumed filled by mid-year or onboard as of April 2018 thereby incurring additional payroll cost, as follows: for 2018, 3 targeted positions filled externally (1/2 of 2019 calculation); for 2019, 3 targeted positions filled externally x GS-12 step 10 average salary of $132,481 or ($132,481 x 3).
F. n/a
G. Based on FY 2016 authority of $2,400,000 rounded up. Assume FY 2018 and 2019 WCF authority relatively constant.
H. Pre-V/V WCF cost of $2,400,000 less 45 targeted positions x average of $4,000/employee or [$2,400,000 - (45 x $4,000)]
I. Assumes 42 of the 45 targeted positions will be absorbed internally through restructuring at no additional WCF cost. Three (3) of the 45 targeted positions will be filled externally and assumed filled by mid-year or onboard as of April 2018 thereby incurring additional WCF cost as follows: for 2018, 3 targeted positions filled externally x average WCF/employee of $4,000 or (3 x $4,000 x 0.50); for 2019 3 targeted positions filled externally x average WCF/employee of $4,000 or (3 x $4,000).
J. n/a

XXI. Region 8

Business Case

As of May 1, 2017, Region 8 employed 525 full-time, permanent employees. Approximately 97 of our employees are retirement eligible and additional 127 employees are eligible for VERA. This VERA/VSIP proposal targets a total of 64 positions and sets forth a maximum total number of 8 VERA/VSIP offers in the Region 8 duty stations of Denver, CO; Laboratory in Golden, CO; Pierre, South Dakota and Butte, Helena and Libby, MT. The estimated total number of employees who will take early retirement is 6. No employees would be involuntarily separated, downgraded or transferred as a result of this proposal. The maximum number of employees who would be involuntarily reassigned is 34. Any reassignments would be the result of consolidation of units through the reduction in the number of supervisory positions. A small number of reassignments or hires could be needed in future fiscal years to fill positions which are restructured as a result of this proposal.

Reshaping since our last VERA/VSIP has resulted in an increase in GS-12 and below positions; a decrease in GS-13 and above positions; and a significant shift away from support positions. The region's intention is to build on prior reshaping efforts in order to improve our supervisory ratio, consolidate administrative functions, and ensure that higher graded work is consolidated into a limited number of higher graded positions. VERA and/or VSIP will be offered to eligible employees where opportunities exist to achieve these reshaping goals.

Region 8 will use both the VERA/VSIP authorities to make near-term workforce adjustments. The region will offer VERA and/or VSIP to all eligible employees in the following categories:

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- All non-supervisory GS-14 and GS-15s except attorneys, public affairs specialists, and toxicologists in order to restructure and consolidate highly graded non-supervisory positions. A maximum of 2 VERA or VSIP offers will be made in this category. Through attrition gained by VERA/VSIP, the region will reassign the most complex work (i.e., GS-14 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. The less complex work will be restructured into lower-graded GS-7/9/11/12/13 positions.
- All supervisory GS-14 and GS-15 supervisory environmental protection specialists in order to restructure supervisory positions. A maximum of 4 VERA or VSIP offers will be made in this category. Offers will only be accepted on a case-by-case basis. Where possible, the region will take the opportunity to consolidate units in order to improve supervisory to staff ratios. If this is not possible, due to staff size or the nature of the work of the unit, the region will restructure these positions to one of the professional series, such as physical scientist or environmental engineer. Offers will not be made in situations where neither unit nor position restructuring is possible.
- All administrative officers and environmental protection assistants in order to consolidate administrative functions. A maximum of 2 VERA or VSIP offers will be made from this category. Work will be reassigned to existing administrative staff or eliminated, as appropriate.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
8 Targeted Positions for VSIP x $25,000	$ 200,000
Annual Leave Pay Out for 8 Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool (GS-14/7) x 240 x 8 positions}	$ 121,287
Total Maximum Direct Costs	$ 321,287

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$78,956,715	$78,956,715
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$77,558,164	$77,558,164
E. Payroll for 4 New Hires	$235,011	$470,022
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,163,540	$928,529
G. Pre-VERA/VSIP Annual WCF Cost	$2,817,558	$2,817,558

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H. Post VERA/VSIP Annual WCF Cost	$2,788,678	$2,788,094
I. WCF for 4 New Hires	$7,220	$14,732
J. WCF Savings for 4 VERA/VSIP Targeted Positions (J = G – H – I)	$21,660	$14,732
Projected Savings with VERA/VSIP (F + J)	$1,185,200	$943,261

FOOTNOTES:

Table A

1. Used an average of GS 14/7 for Region 8, locality for Denver, CO. Used the standard 240 hours, with 8 maximum, accepted offers during FY17.

Table B

A. Based on projections done by R8 through pay period 15 and March PHS.
B. VERA/VSIP payout takes place in FY17 and doesn't impact FY18 or FY19.
C. Leave payout takes place in FY17 and doesn't impact FY18 or FY19.
D. Assumes GS-14/7 annual salary x 32.54% for benefit costs x 8 positions, subtracted from A.
E. Assumes a domino effect, and 4 external hires would be at lower grades, so assumed GS-12/5 x 32.54% benefits x 4 positions x ½ year for 2018, full-year for 2019
F. A – B – C – D -E
G. Assumes WCF allocation from FY17 enacted budget for Region 8.
H. Assumes $3610 x 8 = $28,880, taken from G for FY18; for FY19, assumes a 2% increase in costs $3683 x 8 = $29,464, taken from G.
I. Assumes 4 re-structured positions filled internal to R8; the resulting vacancies assumed to be external; $3610 x 4 x ½ for FY18, and $3683 x 4 x 1 for FY19)
J. G – H - I

XXII. Region 9

Business Case

For specific organizations and designated positions located in San Francisco, CA, Region 9 will use the VERA/VSIP authorities to decrease the number of supervisory positions, reduce highly-graded non-supervisory positions, and streamline administrative support, STEM and other administrative and program operations by consolidating, reducing and restructuring positions to achieve workforce reductions in the following areas.

VERA & VSIP Categories and Specific Positions

For positions located in San Francisco, CA, the following categories and specific positions are included in Region 9's VERA/VSIP request.

Delayering (increasing supervisor-to-staff ratio): Pending the completion of a regional review of all supervisory positions, we will achieve workforce reductions in the following organizations.

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- Office of the Regional Administrator: Reduce and reshape the Public Affairs Office by one Supervisory Public Affairs Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.
- Environmental Management Division: Reduce and reshape the Infrastructure Services Branch by one Supervisory Information Technology Specialist position and reassign staff to rebalance and improve the organization's supervisor-to-staff ratio.

Consolidate or reduce administrative or support functions: To improve administrative support functions through consolidation, we will reduce and reshape positions in the following organizations.

- Office of the Regional Administrator: Reduce and reshape administrative support positions within the Immediate Office by one Administrative Specialist position.
- Water Division: Reduce and reshape the administrative support team by three Environmental Protection Assistant positions including one position at the GS-7 level and two positions at GS-8 level.

Restructure or reduce highly-graded non-supervisory positions: Reduce and reshape highly-graded non-supervisory positions in the following organizations.

- Enforcement Division. Reduce and reshape two non-supervisory Environmental Protection Specialist positions including one GS-14 position and one GS-15 position. These positions will be restructured to lower-graded positions aligned to the agency's program priorities.
- Superfund Division. Reduce and restructure one non-supervisory Environmental Scientist (On-Scene Coordinator) position in the Emergency Response Section with promotion potential limited to the GS-13 level.

Restructure to focus on STEM/programmatic priorities: Reduce and reshape STEM and program specialist positions to align with new environmental program priorities in the following organizations.

- Enforcement Division. Reduce and reshape positions to establish a more efficient and effective Federal enforcement and compliance program aligned with the agency's strategic direction across all program job series including:
    - Environmental Protection Specialist positions including one GS-12 and four GS-13 graded positions. The reductions will be used to reassign staff to new program priorities. STEM positions including two Environmental Engineer positions and two Environmental Scientist positions. The reductions will be used to reassign staff to new program priorities.
- Superfund Division. Reduce and reshape positions to establish a more efficient and effective emergency and remedial response programs to meet new program directions including:
    - Restructuring one On-Scene Coordinator position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reduction will allow us to reassign staff to align with program activities. Restructuring one Remedial Project Manager position from any of the interdisciplinary occupations including Life Scientist, Environmental/Physical Scientists, or Environmental Engineer. The reductions will be used to reassign staff to align with program activities.

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- Environmental Management Division. Reduce and reshape the environmental management system program within the Infrastructure Branch by one Environmental Scientist, GS-13 position. The reduction will be used to reshape and realign program activities within the region.

Consolidate and streamline functions/activities

- Office of Regional Counsel: Reduce two non-supervisory Attorney-Advisor positions including one position at the GS-14 level and one position at the GS-15 level to realign staffing with program activities.

Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

Post-VERA/VSIP Operations

The VERA/VSIP plan includes a plan to reorganize the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division. Using VERA/VSIP, we have identified two supervisory positions and twenty-two non-supervisory positions across the region. The number of positions scheduled for voluntary separation represents a 3% reduction of the region's workforce. The VERA/VSIP plan identifies the minimum number of positions needed to achieve near term workforce reductions without compromising program commitments.

Following the conclusion of the VERA/VSIP separations, a reorganization plan to restructure the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure Services Branch within the Environmental Management Division will be finalized for implementation. Additionally, the region will assess the workforce separations and implement streamlining plans to consolidate administrative support services, reduce work in non-priority areas, and reassign personnel, as necessary, to perform agency program objectives.

We anticipate processing the following personnel actions to implement restructuring plans:

- Directed Reassignments to balance supervisor-to-staff ratios among remaining supervisors
- Directed Reassignments to realign position assignments to program priorities
- Details
- Abolish no longer needed supervisory or higher-graded positions

Use of VERA and VSIP

The two programs will be used to gain voluntary separations from positions that have been identified for reshaping to gain program efficiencies in the following workforce areas:

- Improving the supervisor-to-staff ratio in designated organizations;
- Consolidating and restructuring of administrative support positions; and
- Restructuring STEM and non-STEM administrative and program positions to align with the agency's program priorities.

VERA Information

Region 9 employs 736 permanent employees of whom 208 are eligible for VERA.

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The FY17 Region 9 workforce reduction plan targets 23 positions, which includes 167 permanent employees of whom 45 are eligible for VERA.

The total number of employees in the agency/organization who are expected to take early retirement is estimated to be 6.

Budget Information

Table A – Direct Costs for VERA/VSIP	
23 of Targeted Positions for VSIP x $25,000	$ 575,000
Annual Leave Pay Out for 23 of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x 23 of Targeted Positions}	$ 300,271
Total Maximum Direct Costs	$ 875,271

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$113,007,397	$113,007,397
B. VERA/ VSIP Payout Cost	$0	$0
C. Leave Payout Cost	$0	$0
D. Post VERA/VSIP Annual Payroll Cost	$110,396,289	$110,396,289
E. Payroll for 15 New Hires	$507,975	$1,015,950
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,103,133	$1,595,158
G. Pre-VERA/VSIP Annual WCF Cost	$4,355,646	$4,355,646
H. Post VERA/VSIP Annual WCF Cost	$4,244,096	$4,244,096
I. WCF for 15 New Hires	$36,375	$72,750
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$75,175	$38,800
Projected Savings with VERA/VSIP (F + J)	2,178,308	$1,633,958

A. Assumes payroll allocation from FY17 Enacted budget for Region 9.
B. VERA/VSIP payout takes place in FY17 and does not impact FY18 or FY19.
C. Leave payout takes place in FY17 and does not impact FY18 or FY19.
D. Assumes annual payroll costs of average salary of eligible positions, $113,526, x 23 positions = $2,661,108.
E. Assumes hiring 15 GS-09 step 5 positions in San Francisco. Start date: April 2018.
F. A-B-C-D-E.
G. Assumes working capital fund allocation from FY17 Enacted budget for Region 9.
H. Assumes $4,850 WCF per person x 23 positions = $111,550.
I. Assumes $4,850 WCF per person.
J. G-H-I.

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XXIII. Region 10

Business Case

Region 10 is requesting approval authority for the use of VERA and VSIP to further accelerate workforce planning efforts in four areas:

- Restructure to focus on STEM/programmatic priorities;
- Consolidate and streamline functions/activities/reduce the number of programs;
- Restructure or reduce highly-graded supervisory or non-supervisory positions; and
- Consolidate or reduce administrative or support functions.

Region 10 employs 544 non-term employees (including part-time employees). Currently, 118 (22%) of Region 10's workforce is eligible for a Regular Retirement, and 125 (23%) are eligible for an Early Retirement. Region 10 estimates this proposal will achieve greater results and accelerate efficiencies by building on the successful VERA/VSIP processes in FY14 and FY15 in which 53 people (nearly 10% of the workforce) separated. Using a strategic focused approach to identify eligible positions in each Office, the region believes that VERA/VSIP can accelerate its continuing progress on workforce restructuring goals. Region 10 estimates that offering VSIP in conjunction with VERA will increase the region's ability to meet these goals. Region 10 does not plan to offer VSIP to employees not currently eligible for Regular Retirement or Early Retirement, as management has determined that approach will not enable the organization to preserve key skill sets and positions supporting mission objectives.
The estimate of the total number of employees in Region 10 who are expected to take early retirement is 10.

Absent a VERA/VSIP, Region 10 anticipates no involuntary actions of an adverse nature, although some employees may need to be reassigned. Region 10's implemented of a significant reorganization in 2016 and does not anticipate undertaking additional reorganization following the implementation of this VERA/VSIP proposal. The theme-based paragraphs below convey a sense of how the region would operate with certain positions restructured, eliminated, or reclassified with a different set of programmatic responsibilities and technical skill sets.

All of the region's offers would be made to individuals holding positions targeted for restructuring or elimination. The region would need to undertake a small number of personnel actions (such as reassignments and/or merit promotions) once those accepting offers have departed to fully implement this plan.

Region 10 proposes to extend a maximum of 19 VERA/VSIP offers among incumbents of 44 targeted positions which are eligible for either regular or early retirement. Duty stations are primarily in Seattle, but also in Richland, WA and Portland, OR. These nineteen planned offers fall into four of the six major themes identified by the agency. Assuming the offers are accepted and positions vacated, the region plans to restructure or eliminate these positions as described in the targeted position spreadsheet.

Budget Information

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Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 475,000
Annual Leave Pay Out for # of Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$ 224,640
Total Maximum Direct Costs	$ 699,640

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	75,360,000	75,360,000
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	72,517,928	72,517,928
E. Payroll for # New Hires	1,259,487	2,518,974
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	1,582,585	323,098
G. Pre-VERA/VSIP Annual WCF Cost	2,168,900	2,168,900
H. Post VERA/VSIP Annual WCF Cost	2,091,000	2,091,000
I. WCF for # New Hires	34,850	69,700
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	43,050	8,200
Projected Savings with VERA/VSIP (F + J)	**1,625,635**	**331,298**

A. Includes benefits approximated at 35% of salary.
D. FY17 estimated annual payroll (line A) less 19 FTEs average cost.
E. Assumes 17 FTEs external to Region 10 at mid-year in FY18.
G Uses estimate of $4100 per FTE.
H. FY17 estimated WCF (line G) less ($4100*19).
I. Assumes half of WCF costs mid-year in FY18 ($2050*17) and full costs in FY19 ($4100*17).

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AO	Series	Total Non-Term Employees	Retirement Eligible
COMBINED		344	75
AO COUNT		*339*	*74*
	0301 - Staff Assistant		
		20	6
OAES	0343 - Program/Management Analyst		
	0560 - Budget Analyst		
		19	3
OCHP	0343 - Program/Management Analyst		
	1301- Environmental Scientist		
	0401- Biologist		
	1001- Public Liaison Specialist		
		14	3
OCIR	0301 - Information Management Specialist		
	0343 - Program/Management Analyst		
	0905 - Attorney - Adviser		
	0301 - Congressional Liaison Specialist		
		39	8
OCR	0260 - Equal Employment Specialist/Manager		
Durham, NC	0260 - Equal Employment Specialist/Manager - Durham, NC		
Las Vegas, NV	0260 - Equal Employment Specialist/Manager - Las Vegas, NV		
Cincinnati, OH	0260 - Equal Employment Specialist/Manager - Cincinnati, OH		
		21	5
OEX	0326 - Office Automation Assistant/Clerk		
	0303 - Information Management Assistant		
	0301 - Information Management Specialist		
		16	3
OHS	0028 - Environmental Protection Specialist		
	0132 - Intelligence Operations Specialist		
	0343 - Program/Management Analyst		
	0819 - Environmental Engineer		
		10	2
OP	0028 - Environmental Protection Specialist		
	0110 - Economist		
	0301 - Staff Assistant		
	0301 - Program Specialist		
	0301 - Information Management Specialist		

		# of Targeted Positions by Grade											
VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	SL	Total # of Targeted Positions	Max # of Offers	# to Restructure
80	311												
75	*298*										0		
		0	0	2	2	4	0	0	0	0	8	3	3
7	31	0	0	2	2	4	0	0	0	0	8		
		0	0	0	1	4	1	1	0	0	7	2	2
		0	0	0	0	0	1	0	0	0	1	1	1
6	35	0	0	0	1	4	2	1	0	0	8		
		0	0	0	0	1	1	0	0	0	2	1	1
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	0	2	0	0	0	2	1	1
		0	0	0	0	2	0	0	0	0	2	0	0
3	11	0	0	0	0	3	3	1	0	0	7		
		0	0	0	4	0	0	0	0	0	4	1	1
		0	0	0	2	6	0	2	0	0	10	3	3
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	1	7	0	0	0	8	1	1
34	36	0	0	0	6	7	7	3	0	0	23		
		0	0	0	1	3	5	0	0	0	9	1	1
		0	0	0	1	0	1	0	0	0	2	2	2
		0	0	0	0	0	1	0	0	0	1	1	1
		0	0	0	0	0	1	0	0	0	1	1	1
4	30	0	0	0	2	3	8	0	0	0	13		
		1	2	0	0	0	0	0	0	0	3	2	2
		0	1	0	0	0	0	0	0	0	1	1	1
		0	0	0	0	0	2	0	0	0	2	1	1
2	14	1	3	0	0	0	2	0	0	0	6		
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	1	0	0	0	0	1	1	1
		0	0	0	0	0	0	1	0	0	1	1	1
2	9	0	0	0	0	1	0	3	0	0	4		
		0	0	0	0	0	0	2	0	0	2	2	2
		0	0	0	0	1	0	1	0	0	2	2	2
		0	0	0	1	0	0	0	0	0	1	1	1
		0	0	0	1	0	0	0	0	0	1	1	1
		0	0	0	1	0	0	0	0	0	1	1	1

# to Eliminate	Comments
0	Restructure position
0	Reduce non-supersivory GS-13/14/15. Restructure position.
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure positions
0	Restructure position to lower grade
0	Restructure positions
0	Restructure positions and centralize functions including positions from RTP (2) and LV (1)
0	Restructure to move positions to HQ
0	Restructure to move position to HQ
0	Restructure to move position to HQ
0	Restructure positions
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure positions
0	Restructure positions
0	Restructure position
0	Restructure position
0	Restructure position

	0301 - Regulatory Impact Analyst		
	0343 - Program/Management Analyst		
	1301 - Senior Advisor Climate Adaptation		
		130	26
OPEEE	0301 - Public Liaison Specialist		
	1001 - Environmental Education Specialist		
	1035 - Public Affairs Specialist		
		18	4
OSDBU	0301- Information Management Specialist		
	0301 - Staff Assistant		
	0343 - Program/Management Analyst		
Los Angeles, CA	0343 - Program/Management Analyst		
		12	3
SAB	1301 - Environmental Scientist		
	1301 - Ethics Official		
	0343- Management Analyst		
	0401- Biologist		
	0110- Economist		
		18	5
OPA	0343 - Program/Management Analyst		
	1001 - Web/Communications Specialist		
	1035 - Public Affairs Specialist		
	0301 - Communications Specialist		
	1084 - Visual Information Specialist		
	1060 - Photographer		
	2210 - Information Technology Specialist		
		34	16
		339	74

		0	0	0	0	0	1	0	0	0	1	1	1
		0	0	0	2	4	4	3	0	0	13	8	8
		0	0	0	0	0	0	0	0	1	1	1	0
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
		0	0	0	0	0	2	1	0	0	3	2	2
		0	0	0	0	2	2	0	0	0	4	1	1
		0	0	0	0	1	0	0	0	0	1	1	1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
		0	0	0	0	1	0	0	0	0	1	1	1
		0	0	1	0	0	0	0	0	0	1	1	1
		0	0	1	0	1	1	2	0	0	5	1	1
		0	0	0	0	0	1	0	0	0	1	1	1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	0	1	0	0	0	1	1	1
		0	0	0	0	3	0	0	0	0	3	1	1
		0	0	0	0	0	2	1	0	0	3	1	1
		0	0	0	0	0	0	1	0	0	1	1	1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
		0	0	0	3	1	2	0	0	0	6	1	1
		0	0	0	0	3	1	1	0	0	5	1	1
		0	0	0	0	5	2	1	0	0	8	1	1
		0	0	0	0	0	0	1	0	0	1	1	1
		0	0	0	0	1	0	0	0	0	1	1	1
		0	0	0	0	1	0	0	0	0	1	1	1
		0	0	0	0	1	0	0	0	0	1	1	1
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		
75	298	1	3	4	19	47	41	23	0	1	139	65	64

0	Restructure position
0	Restructure positions
1	Position deleted
0	Restructure positions
0	Restructure positions
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure positions
0	Restructure to move position to HQ
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure positions
0	Restructure positions
0	Restructure positions
0	Restructure position
0	Restructure position
0	Restructure position
0	Restructure position
1	

OAR	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**282**	**46**	**73**
1102-Contracting	1		
110-Economist	3		
1301-General Physical Science	21	1	8
1320-Chemistry	7	3	
1399-Physical Science Student Trainee	1		
1550-Computer Science	4	2	
1640-Facility Operations Services	4		
1801-General Inspection, Investigation, and Compliance	14	2	3
1910-Quality Assurance	1		
201-Human Resources Management	2		
2210-Information Technology Management	8	1	2
28-Environmental Protection Specialist	51	11	16
301-Miscellaneous Administration and Program	13	2	3
318-Secretary	1		1
343-Management and Program Analysis	11		1
4714-Model Making	1		
801-General Engineering	21	2	4
802-Engineering Technical	12	2	4
803-Safety Engineering	1	1	
819-Environmental Engineering	14	2	5
830-Mechanical Engineering	62	12	19
850-Electrical Engineering	4	2	
854-Computer Engineering	2		1
893-Chemical Engineering	12	3	6
899-Engineering and Architecture Student Trainee	4		
905-General Attorney	3		
99-General Student Trainee	4		
ANNAPOLIS,MARYLAND	**1**		
343-Management and Program Analysis	1		
AUTAUGA,ALABAMA	**1**		
1320-Chemistry	1		
DALLAS,TEXAS	**1**		
1301-General Physical Science	1		
DURHAM,NORTH CAROLINA	**345**	**54**	**78**
1035-Public Affairs	1		
1101-General Business and Industry	7	1	
110-Economist	9	1	
1301-General Physical Science	66	13	4
1530-Statistics	6		1
2210-Information Technology Management	9	1	
28-Environmental Protection Specialist	112	15	32

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers estimated	# to Restructure	# to Eliminate	Comments
248											5			
1														
1														
16														
5														
4														
2														
14														
1														
2														
8														
50														
11			3		7		1			11	2	11		
1		1								1	1		1	
11			1	5	3		1			10	2	10		
1														
21														
8														
1														
13														
57														
4														
2														
12														
2														
1														
1														
1														
1														
294											3			
1														
7														
7														
49														
4														
8														
98														

301-Miscellaneous Administration and Program	27	8	7
306-Government Information Specialist	1		
340-Program Management	7	2	3
343-Management and Program Analysis	14	3	3
401-General Natural Resources Management and Biological Sciences	3		
408-Ecology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		1
601-General Health Science	12	1	1
819-Environmental Engineering	64	9	25
893-Chemical Engineering	3		
LAS VEGAS,NEVADA	**23**	**8**	**3**
1102-Contracting	1		
1301-General Physical Science	10	4	1
1306-Health Physics	1		
2210-Information Technology Management	1		
28-Environmental Protection Specialist	5	2	1
303-Miscellaneous Clerk and Assistant	1	1	
343-Management and Program Analysis	2	1	1
690-Industrial Hygiene	1		
819-Environmental Engineering	1		
MONTGOMERY,ALABAMA	**39**	**9**	**10**
1102-Contracting	1		
1301-General Physical Science	25	7	7
1306-Health Physics	1		
1320-Chemistry	6	1	2
1529-Mathematical Statistics	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2		
318-Secretary	1	1	
690-Industrial Hygiene	1		
SAN DIEGO,CALIFORNIA	**1**	**1**	
301-Miscellaneous Administration and Program	1	1	
WASHINGTON NAVY YARD,DC	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**450**	**66**	**107**
1035-Public Affairs	21		2
1102-Contracting	4		
110-Economist	18	3	2
1301-General Physical Science	43	9	4
1306-Health Physics	5	1	2
1320-Chemistry	3		2
1350-Geology	2		
1515-Operations Research	1	1	
1530-Statistics	2	1	
1550-Computer Science	1		
1801-General Inspection, Investigation, and Compliance	1		

25														
1														
7														
14						3				3	3	3		
3														
1														
1														
2														
7														
56														
3														
22											1			
10														
1														
1														
5														
1		1								1	1		1	
2														
1														
1														
32											1			
1														
23														
1														
3														
1														
1														
1			1							1	1		1	
1														
1														
1														
403											10			
17														
4														
17														
36														
5														
3														
1														
2														
1														

2210-Information Technology Management	9	2	3
28-Environmental Protection Specialist	160	8	36
301-Miscellaneous Administration and Program	18	5	7
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	6	1	3
340-Program Management	6	2	1
341-Administrative Officer	1	1	
343-Management and Program Analysis	89	20	28
344-Management and Program Clerical and Assistance	3	2	1
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	6	2	
408-Ecology	1		
801-General Engineering	3		1
819-Environmental Engineering	33	5	11
830-Mechanical Engineering	2		1
861-Aerospace Engineering	1		
893-Chemical Engineering	2	1	
905-General Attorney	4	1	2
99-General Student Trainee	2		
#N/A	1		1
Grand Total	**1144**	**184**	**271**

9														
137														
18			1	1	3		3			8	2	8		
1			1							1	1		1	
6			1	2						3	1		3	
5														
1			1							1		1		
86				1	16	6	1			24	5	24		
3		2	1							3	1	3		
6														
1														
3														
31														
2														
1														
2														
4														
1														
1002										67	20			

5/9/2017

OARM	OARM Office/Division	Total Non-Term Employees
CINCINNATI,OHIO	**Total # All Series:**	**68**
1654-Printing Services	OARM-Cincinnati	1
318-Secretary	OARM-Cincinnati	2
343-Management and Program Analysis	OARM-Cincinnati (Records Management)	12
DURHAM,NORTH CAROLINA	**Total # All Series:**	**131**
201-Human Resources Management	OARM-RTP	55
801-General Engineering	OARM-RTP	1
WASHINGTON,DC	**Total # All Series:**	**433**
1001-General Arts and Information	OROM/IO	1
1102-Procurement Analyst	OAM	96
1106-Procurement Clerical and Technician	OAM	1
1109-Grants Management	OGD	22
	OGD/Fellowships, IAGs and SEEs Branch	
	OGD/National Policy, Training and Compliance	
	OGD/Suspension and Debarment	
	OGD/Grants Management Branch	
2210-Information Technology Management		25
	OAM	
	OHR	
301-Miscellaneous Administration and Program		21
	OROM/AOSD	
	OROM/RAPD	
	OAM	
	OHR (Conflict and Info. Management Specialist)	
	OALJ	
303-Miscellaneous Clerk and Assistant	OHR	2
	OGD	
306-Government Information Specialist	OAM	3
318-Secretary	OAM	2
326-Office Automation Clerical and Assistance		2
	OAM	
	OHR	
341-Administrative Officer	OAM	2
342-Support Services Administration	OA	11
		106

			# of Targeted Positions by Grade										
Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	**Max # of Offers**
9	**21**	**65**			**1**		**2**					**3**	**3**
1		1					1					1	**1**
1		2			1							1	**1**
3	3	12					1					1	**1**
11	**19**	**111**				**1**		**1**				**2**	**2**
3	6	44				1						**1**	**1**
1		1						1				**1**	**1**
93	**112**	**407**	1	5	4	13	46	54	26	0	0	149	93
	1	1							1			1	**1**
19	24	90					4	13	7			24	**16**
1		1		1								1	**1**
6	5	22											
						3	2	1				6	**2**
							1	1				2	**2**
								1				1	**1**
									1			1	**1**
	Total 1109 Proposed:		**0**	**0**	**0**	**3**	**3**	**3**	**1**	**0**	**0**	**10**	**6**
1	9	25											
							5	2	1			8	**8**
1	2	4					2	1	1			**4**	**2**
	Total 2210 Proposed:		**0**	**0**	**0**	**0**	**7**	**3**	**2**	**0**	**0**	**12**	**10**
7	7	20											
							1					1	**1**
					1							1	**1**
					1							1	**1**
1	4	5					2	2	1			**5**	**2**
						1						**1**	**1**
	Total 301 Proposed:		**0**	**0**	**2**	**1**	**3**	**2**	**1**	**0**	**0**	**9**	**6**
2		2		1								1	**1**
				1								1	**1**
2	1	3				3						3	**3**
1	1	2			2							2	**2**
1		2											
				1								1	**1**
1		1	1									1	**1**
	Total 326 Proposed:		**1**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**2**
	1	2				1						1	**1**
6	3	11				1	8	1	1			**11**	**10**
21	24	99											

# to Restructure	# to Eliminate	Comments
3	0	
1		
1		
1		
0	2	
	1	
	1	
81	12	
1		Restructure, web content development and lower grade
16		
1		
2		
2		
1		
1		
6		
5	3	
2		
7	3	
1		Analytical skills
1		Restructure
1		
2		
	1	
5	1	
	1	
1		
3		
2		
1		
	1	
1	1	
1		
10		Plus 1 for restructuring since one is not part of the V/V

343-Management and Program Analysis	OROM/FACMD	
	OROM/RAPD	
	OROM/AOSD	
	OAM	
	OGD	
	OHR	
	OA	32
510-Accounting	OAM	4
511-Auditing	OAM	5
905-General Attorney	OROM/FACMD	26
1801 - Compliance Specialist	OGD	
Grand Total		**698**

						1		4	1			6	**3**
							1					1	**1**
									3			3	**2**
							1	2				3	**3**
								1				1	**1**
4	5	16						14	2			16	**5**
2	15	27		1		2	14	6	6			29	**10**
	Total 343 Proposed:			**1**		**3**	**16**	**27**	**12**			**59**	**25**
1	1	4					1	3				4	**2**
2	2	5				1	3	1	1			6	**4**
2	7	23						1				1	**1**
							1					1	1
121	**164**	**643**	**1**	**5**	**5**	**14**	**48**	**55**	**26**	**0**	**0**	**154**	**98**

2	1	
1		Analytical skills
2		Restructure to lower grade
3		
1		
5		
10		No Supervisory Positions Offered
24	1	
0	2	
2	2	
0	1	Attorney position not needed, legal support provided by OGC
1		
84	14	

Occupational Series	Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	Targeted Positions by Grac							
					1-4	5-8	9-11	12	13	14	15	SES
0303-Miscellaneous Clerk and Assistant	1	1	0	1	0	1	0	0	0	0	0	0
0318-Secretary	4	3	0	3	0	3	0	0	0	0	0	0
0343-Management and Program Analysis	85	13	20	77	0	0	1	2	11	2	2	0
0501-Financial Specialist	75	11	21	70	0	2	33	16	2	9	5	0

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Other	Total # of Targeted Positions	OCFO Office	Geographic Location*	Max # of Offers	# to Restructure	# to Eliminate
0	1	OB	1 DC	1	0	1
0	3	OC	1 LV 2 DC	2	0	2
0	18	OC	2 Durham 1 Norwood 15 DC	3	3	0
0	67	OC	21 Durham 12 LV 18 Norwood 16 DC	9	2	7

0503-Financial Technician	2	1	0	2	0	2	0	0	0	0	0	0
0510-Accountant	76	14	21	71	0	0	2	18	28	11	10	0
TOTAL	243	43	62	224	0	8	36	36	41	22	17	0

Final as of 5/30/2017

0	2	OC	1 LV 1 DC	1	0	1
0	69	OC	16 Durham 4 LV 23 Norwood 26 DC	11	2	9
0	160			27	7	20

Norwood, Ohio (Norwood); and Washington, DC (DC)

OCSPP	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**1**		
401-General Natural Resources Management and Biological Sciences	1		
ARLINGTON,VIRGINIA	**588**	**113**	**133**
1001-General Arts and Information	1	1	
110-Economist	12	3	1
1301-General Physical Science	21	3	4
1320-Chemistry	62	17	12
150-Geography	1		
1529-Mathematical Statistics	1		
1530-Statistics	3		2
2210-Information Technology Management	20	3	8
28-Environmental Protection Specialist	142	25	33
301-Miscellaneous Administration and Program	20	3	7
303-Miscellaneous Clerk and Assistant	2	1	
306-Government Information Specialist	8	1	1
326-Office Automation Clerical and Assistance	1		1
340-Program Management	8	2	4
343-Management and Program Analysis	42	12	21
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	156	26	32
403-Microbiology	5	2	1
405-Pharmacology	2		
408-Ecology	3		
414-Entomology	7		
415-Toxicology	19	5	
430-Botany	1	1	
434-Plant Pathology	3	2	
440-Genetics	1	1	
471-Agronomy	2	1	1
482-Fish Biology	1		
486-Wildlife Biology	4		2
499-Biological Science Student Trainee	2		
560-Budget Analysis	1		
601-General Health Science	5	1	
690-Industrial Hygiene	5		2
701-Veterinary Medical Science	1		
819-Environmental Engineering	8	3	1
905-General Attorney	1		
99-General Student Trainee	15		
#N/A	1		
ATHENS,GEORGIA	**2**		**1**
28-Environmental Protection Specialist	1		1

	# of Targeted Positions by Grade*												
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers***	# to Restructure	# to Eliminate
1													
1													
527													
1							1			1			
10													
17							1			1			
55							2			2			
1													
1													
3													
19													
130							5			5			
20							2			2			
2		2								2			2
8													
1													
8													
42							5			5			
1													
142							9			9			
5													
2													
3													
5													
15													
1													
3													
1													
2													
1													
4													
2													
1													
3							1			1			
5													
1													
8													
3													
1													
2													
1													

Comments
1 - non sup/OPP. OPP will accept 8 offers from the 14 GS-15 non sup admin. series (1001, 0028, 0301, 0343, 0028). All pos
1 - non sup/OPP. OPP will accept 7 offers from the 14 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions
2 - non sup/OPP. OPP will accept 7 offers from the 13 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions
5 - non sup/OPP. OPP will accept 8 offers from the 14 GS-15 non sup admin. series (1001, 0028, 0301, 0343, 0028). All pos
2 - non sup/OPP. OPP will accept 8 offers from the 14 GS-15 non sup admin. series (1001, 0028, 0301, 0343, 0028). All pos
2 - OPP
3 - non sup GS-15 /OPP, and additional 2 are associated with the OPP reorg. OPP will accept 8 offers from the 14 GS-15 n
9 - non sup/OPP. OPP will accept 7 offers from the 14 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions
1 - non sup/OPP. OPP will accept 7 offers from the 14 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions

401-General Natural Resources Management and Biological Sciences	1		
CANADA	**1**		
408-Ecology	1		
CHICAGO,ILLINOIS	**1**	**1**	
28-Environmental Protection Specialist	1	1	
DALLAS,TEXAS	**4**	**1**	
28-Environmental Protection Specialist	4	1	
DRAKESVILLE,IOWA	**1**		**1**
1320-Chemistry	1		1
DURHAM,NORTH CAROLINA	**2**		
1320-Chemistry	1		
560-Budget Analysis	1		
FORT MEADE,MARYLAND	**18**	**5**	**4**
1320-Chemistry	8	2	1
28-Environmental Protection Specialist	2	1	1
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	2		1
403-Microbiology	5	1	1
GAINESVILLE,FLORIDA	**1**		**1**
28-Environmental Protection Specialist	1		1
GULF BREEZE,FLORIDA	**1**		
1529-Mathematical Statistics	1		
NEW YORK, NEW YORK	**1**		
1320-Chemistry	1		
SAN FRANCISCO,CALIFORNIA	**2**	**1**	
28-Environmental Protection Specialist	1		
401-General Natural Resources Management and Biological Sciences	1	1	
SANTURCE,PUERTO RICO	**1**		**1**
1320-Chemistry	1		1
WASHINGTON,DC	**370**	**82**	**84**
1035-Public Affairs	2		1
1082-Writing and Editing	2	2	
110-Economist	9		2
1301-General Physical Science	18	4	
1320-Chemistry	22	6	5
1412-Technical Information Services	1	1	
1530-Statistics	1	1	
2210-Information Technology Management	18	5	2
28-Environmental Protection Specialist	114	24	22
301-Miscellaneous Administration and Program	26	9	10
303-Miscellaneous Clerk and Assistant	1	1	
306-Government Information Specialist	1		1
318-Secretary	1	1	
340-Program Management	9	1	8
341-Administrative Officer	2	1	
343-Management and Program Analysis	43	8	15
401-General Natural Resources Management and Biological Sciences	38	4	3

1													
1													
1													
1													
1							1			1			
4													
4													
1													
1													
2													
1													
1													
17													
7													
2													
1													
2							1			1			
5													
1													
1													
1													
1													
1													
1													
2													
1													
1													
1													
1													
314													
2							1			1			
2													
6							1			1			
14													
18							2			2			
1													
1													
15													
99							12			12			
26					6		6			12			
1			1							1		0	1
1													
1													
9													
2													
42							2			2			
21													

1 - non sup/OPP. OPP will accept 8 offers from the 14 GS-15 non sup admin. series (1001, 0028, 0301, 0343, 0028). All pos

1 - non sup/OPP. OPP will accept 7 offers from the 14 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions

1 - non sup/IO. IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501.

1 - non sup/OPPT and they will accept up to 1.

2 - non sup (1 is OSCP/1 OPPT). OSCP will accept one offer. OPPT will accept 1 non sup.

12 - non sup (All OPPT). OPPT will accept up to 12 non sups.

6 - non sup (2 are IO/4 are OPPT). IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or

1 - OPPT

2 - non sup (1 is IO/1 is OSCP). OSCP will accept one offer. IO will accept up to 3 offers from the 6 non-sup 15s- either in 1

403-Microbiology	3	3	
408-Ecology	1	1	
415-Toxicology	20	3	1
482-Fish Biology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		2
601-General Health Science	2		1
690-Industrial Hygiene	2	1	
819-Environmental Engineering	4		2
893-Chemical Engineering	14	3	5
905-General Attorney	9	1	3
#N/A	3	2	
Grand Total	**994**	**203**	**225**

3													
1													
17							3			3			
1													
1							1			1			
2													
1													
2													
4							1			1			
12													
6							2			2			
3													
876	0	2	1	0	6	0	59	0	0	68	50***	See footnote	3

*OCSPP numbers include those eligible for VERA and retirement only, not those only eligible

**These numbers reflect a snapshot in time based on a run done in April 2017.

***Total max number of offers is accurate but the detailed lines are not filled out because pc

Columns Q & R are not filled out because again, they do not match up one for one. The only p

3 - non sup (1 is OSCP/2 are OPPT). OSCP will accept one offer. OPPT will accept up to 2 non sups.
1 - non sup/IO.IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501.
1 - non sup/OPPT. OPPT will accept one non sup.
2 - non sup (1 is IO/1 is OPPT). IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 050

for VSIP.

ɔsitions do not match up one for one. Descriptions are in column S.

ɔositions in our package that OCSPP plans to eliminate at this time are GS-0303 and they are marked in column R. Others

OECA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
all locations			
	69	**22**	**12**
1301-General Physical Science	35	9	4
1301-General Physical Science	*25*	*6*	*4*
1301-General Physical Science	*1*	*1*	
1301-General Physical Science	*5*	*1*	
1301-General Physical Science	*1*	*1*	
1301-General Physical Science	*1*		
1301-General Physical Science	*1*		
1301-General Physical Science	*1*		
1320-Chemistry	27	11	7
1350-Geology	1	1	
415-Toxicology	1		
401-General Natural Resources Management and Biological Sciences	5	1	1
	5	**2**	**0**
1801-General Inspection, Investigation, and Compliance	5	2	0
1801-General Inspection, Investigation, and Compliance	*2*	*1*	
1801-General Inspection, Investigation, and Compliance	*1*	*1*	
1801-General Inspection, Investigation, and Compliance	*1*		
1801-General Inspection, Investigation, and Compliance	*1*		
	33	**10**	**9**
2210-Information Technology Management	33	10	9
2210-Information Technology Management	*26*	*9*	*6*
2210-Information Technology Management	*7*	*1*	*3*
	69	**15**	**25**
28-Environmental Protection Specialist	69	15	25
28-Environmental Protection Specialist	*66*	*14*	*24*
28-Environmental Protection Specialist	*1*		*1*
28-Environmental Protection Specialist	*2*	*1*	
	52	**15**	**17**
301-Miscellaneous Administration and Program	30	11	12
301-Miscellaneous Administration and Program	*14*	*5*	*7*
301-Miscellaneous Administration and Program	*1*		
301-Miscellaneous Administration and Program	*1*	*1*	

	# of Targeted Positions by Grade												
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
59				**3**	**33**	**11**	**12**			**59**	**5**	**3**	**2**
29				3	12	5	9			29			
19													
1													
5													
1													
1													
1													
1													
26					20	4	2			26			
1					1					1			
1						1				1			
2						1	1			2			
5					**4**	**1**				**5**	**1**		**1**
5					4	1				5			
2													
1													
1													
1													
33			**1**		**14**	**11**	**7**			**33**	**3**	**2**	**1**
33			1		14	11	7			33			
26													
7													
69					**24**	**18**	**27**			**69**	**7**	**3**	**4**
69					24	18	27			69			
66													
1													
2													
51		**2**	**21**	**10**	**10**	**6**	**2**			**51**	**5**	**2**	**3**
30			17	5	5	1	2			30			
14													
1													
1													

Comments
restuctured positions will reflect change of series, duties and/or lower FPL
two IT security postions included; restuctured positions will reflect change of series, duties and/or lower FPL
restuctured positions will reflect change of series, duties and/or lower FPL
restuctured positions will reflect change of series, duties and/or lower FPL

301-Miscellaneous Administration and Program	*1*		*1*
301-Miscellaneous Administration and Program	*1*		
301-Miscellaneous Administration and Program	*1*		
301-Miscellaneous Administration and Program	*1*		*1*
301-Miscellaneous Administration and Program	*1*		
301-Miscellaneous Administration and Program	*3*	*2*	*1*
301-Miscellaneous Administration and Program	*1*		
301-Miscellaneous Administration and Program	*1*	*1*	
301-Miscellaneous Administration and Program	*1*	*1*	
301-Miscellaneous Administration and Program	*1*		*1*
301-Miscellaneous Administration and Program	*1*	*1*	
301-Miscellaneous Administration and Program	*1*		*1*
306-Government Information Specialist	1		
308-Records Management	3		1
318-Secretary	2		1
341-Administrative Officer	6	0	1
341-Administrative Officer	*5*		*1*
341-Administrative Officer	*1*		
986-Legal Assistance	1	1	
1601-Equipment, Facilities, and Services	1		
344-Management and Program Clerical and Assistance	1		1
950-Paralegal Specialist	1		1
1001-General Arts and Information	2		
1035-Public Affairs	1	1	
1412-Technical Information Services	1		
1083-Technical Writing and Editing	1	1	
1311-Physical Science Technician	1	1	
	116	**29**	**39**
340-Program Management	11	2	5
340-Program Management	*7*	*0*	*0*
340-Program Management	*4*		*2*
343-Management and Program Analysis	102	27	34
343-Management and Program Analysis	*96*	*24*	*33*
343-Management and Program Analysis	*3*	*2*	
343-Management and Program Analysis	*1*	*1*	
343-Management and Program Analysis	*1*		
343-Management and Program Analysis	*1*		*1*

560-Budget Analysis	1		
1160-Financial Analysis	1		
110-Economist	1		
	45	**6**	**22**
819-Environmental Engineering	32	5	17

1													
1													
1													
1													
1													
3													
1													
1													
1													
1													
1													
1													
1					1					1			
3				1	1	1				3			
2			2							2			
5			1	4						5			
4										0			
1										0			
1		1								1			
1					1					1			
1		1								1			
1					1					1			
2						2				2			
1						1				1			
1						1				1			
1					1					1			
1			1							1			
105		**3**	**6**	**4**	**36**	**20**	**31**			**99**	**12**	**6**	**6**
9						2	1			3			
0										0			
3										0			
94		3	5	4	35	18	29			94			
88										0			
3										0			
1										0			
1										0			
1										0			
										0			
1							1			1			
1					1					1			
			1										
44		**0**	**0**	**2**	**17**	**13**	**12**			**44**	**4**	**2**	**2**
31				2	10	9	10			31			

restuctured positions will reflect change of series, duties and/or lower FPL
does not include SES

restuctured positions will reflect change of series, duties and/or lower FPL

819-Environmental Engineering	*18*	*4*	*8*
819-Environmental Engineering	*1*		
819-Environmental Engineering	*2*		*1*
819-Environmental Engineering	*11*	*1*	*8*
830-Mechanical Engineering	1		
893-Chemical Engineering	10	1	4
893-Chemical Engineering	*2*		
893-Chemical Engineering	*1*		
893-Chemical Engineering	*1*		
893-Chemical Engineering	*6*	*1*	*4*
1530-Statistics	1		
1529-Mathematical Statistics	1		1
	175	**38**	**40**
905-General Attorney	175	38	40
905-General Attorney	*164*	*33*	*33*
905-General Attorney	*1*		
905-General Attorney	*1*		
905-General Attorney	*1*	*1*	
905-General Attorney	*5*	*1*	*1*
905-General Attorney	*3*		
Grand Total	**564**	**137**	**164**

17													
1													
2													
11													
1					1					1			
10					6	2	2			10			
2										0			
1										0			
1										0			
6										0			
1						1				1			
1						1				1			
156				**2**	**4**	**49**	**91**			**146**	**14**	**7**	**7**
156				2	4	49	91			146			
66													
1													
1													
1													
5													
3													
522		**5**	**28**	**21**	**142**	**129**	**182**			**506**	**51**	**25**	**26**

restuctured positions will reflect change of series, duties and/or lower FPL
does not include SES

OEI	Series	Office
ATLANTA,GEORGIA		
	2210-Information Technology Management	Total
BOSTON,MASSACHUSETTS		
	2210-Information Technology Management	Total
CINCINNATI,OHIO		
	343-Management and Program Analysis	Total
DENVER,COLORADO		
	2210-Information Technology Management	Total
DURHAM,NORTH CAROLINA		
	1101-General Business and Industry	Total
		OITO
	1301-General Physical Science	Total
		OEIP
	2210-Information Technology Management	Total
		OIM
		ODSTA
	301-Miscellaneous Administration and Program	Total
		OEIP
		OIM
	340-Program Management	Total
	343-Management and Program Analysis	Total
		OBOS
		OISP
		OIM
		OEIP
		OITO
	501-Financial Administration and Program	Total
		OITO
	510-Accounting	Total
		OITO
LAS VEGAS,NEVADA		
	2210-Information Technology Management	Total
NEW YORK, NEW YORK		
	2210-Information Technology Management	Total
PHILADELPHIA,PENNSYLVANIA		
	2210-Information Technology Management	Total
SEATTLE,WASHINGTON		
	2210-Information Technology Management	Total
WASHINGTON,DC		
	1035-Public Affairs	Total
	1101-General Business and Industry	Total
		OIM

					# of Targeted Positions by Grade									
Division	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions
	1			1	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	1	1		1	0	0	0	0	0	0	0	0	0	0
	1	1		1	0	0	0	0	0	0	0	0	0	0
	1		1	1	0	0	0	0	0	0	0	0	0	0
	1		1	1	0	0	0	0	0	0	0	0	0	0
	63	17	13	57	0	0	0	0	7	7	7	0	0	21
	1			1	0	0	0	0	0	1	0	0	0	1
SBMD	1			1						1				1
	1	1		1	0	0	0	0	1	0	0	0	0	1
EQMD	1	1							1					1
	48	11	10	41	0	0	0	0	2	3	4	0	0	9
	3	1	1	3					1	1	1			3
	7	4	2	7					1	2	3			6
	2			2	0	0	0	0	1	1	0	0	0	2
FLAD	1			1					1					1
	1			1						1				1
	1	1		1	0	0	0	0	0	0	0	0	0	0
	8	2	3	8	0	0	0	0	3	1	2	0	0	6
	1		1	1					1					1
	1		1	1					1					1
	1		1	1							1			1
FLAD	1	1		1							1			1
SBMD	3	1		3					1	1				2
	1	1		1	0	0	0	0	0	0	1	0	0	1
SBMD	1	1		1							1			1
	1	1		1	0	0	0	0	0	1	0	0	0	1
SBMD	1	1		1						1				1
	1	1		1	0	0	0	0	0	0	0	0	0	0
	1	1		1	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	1				0	0	0	0	0	0	0	0	0	0
	1				0	0	0	0	0	0	0	0	0	0
	2			2	0	0	0	0	0	0	0	0	0	0
	2			2	0	0	0	0	0	0	0	0	0	0
	271	55	65	249	0	0	0	0	80	41	38	0	0	159
	1				0	0	0	0	0	0	0	0	0	0
	3			3	0	0	0	0	1	1	0	0	0	2
	1			1					1					1

Max # of Offers*	# to Restructure**	# to Eliminate	Comments
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**21**	**0**	**See footnote below**
0	1	0	
	1		
0	1	0	
	1		
0	9	0	Excludes INFOSEC/Security positions
	3		
	6		
0	2	0	
	1		
	1		
0	0	0	
0	6	0	
	1		
	1		
	1		
	1		
	2		
0	1	0	
	1		
0	1	0	
	1		
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**0**	**0**	
0	0	0	
0	**159**	**0**	**See footnote below**
0	0	0	
0	2	0	
	1		

		OITO
	1301-General Physical Science	Total
		OEIP
	1529-Mathematical Statistics	Total
		OEIP
	2210-Information Technology Management	Total
		OIM
		OISP
		ODSTA
		OCAPPM
		OITO
		OEIP
		OEIP
	28-Environmental Protection Specialist	Total
		OBOS
		OIM
		OEIP
		OEIP
	301-Miscellaneous Administration and Program	Total
		OBOS
		OIM
		OCAPPM
		OEIP
		OEIP
	306-Government Information Specialist	Total
		OISP
		OEIP
	308-Records Management	Total
		OEIP
	318-Secretary	Total
	335-Computer Clerk and Assistant	Total
	340-Program Management	Total
	341-Administrative Officer	Total
	343-Management and Program Analysis	Total
		OBOS
		OIM
		OISP
		ODSTA
		OCAPPM
		OEIP
		OEIP
		OEIP
		OITO
		OITO
	399-Administration and Office Support Student Trainee	Total
	501-Financial Administration and Program	Total
		OITO

SBMD	1			1						1				1
	1	1		1	0	0	0	0	1	0	0	0	0	1
EQMD	1	1		1					1					1
	1	1		1	0	0	0	0	0	1	0	0	0	1
EQMD	1	1		1						1				1
	93	17	16	87	0	0	0	0	18	10	8	0	0	36
	16	6	4	15					3	7	4			14
	11	2	1	10					4		1			5
	7		2	7					4	2	1			7
	6		1	6					5		1			6
IO	2			2						1	1			2
FLAD	1		1	1					1					1
EQMD	1			1					1					1
	14	3	2	14	0	0	0	0	7	2	5	0	0	14
	1			1						1				1
	7	1	1	7					5		3			8
FLAD	1	1		1						1				1
EQMD	3	1		3					2		2			4
	19	2	5	17	0	0	0	0	7	6	2	0	0	15
	4		2	4					2	1				3
	8	2	1	8					2	3	2			7
	2		1	2					2	1				3
ERMD	1			1					1					1
EQMD	1			1						1				1
	7	4	2	7	0	0	0	0	4	0	2	0	0	6
	1	1		1							1			1
FLAD	5	3	2	5					4		1			5
	4	1	1	4	0	0	0	0	1	1	1	0	0	3
ERMD	4	1	1	4					1	1	1			3
	2		1	1	0	0	0	0	0	0	0	0	0	0
	1				0	0	0	0	0	0	0	0	0	0
	7	2	1	6	0	0	0	0	0	0	0	0	0	0
	1			1	0	0	0	0	0	0	0	0	0	0
	105	22	33	99	0	0	0	0	36	18	16	0	0	70
	17	4	6	15					9	1	2			12
	24	3	8	22					8	4	4			16
	3		1	3					3					3
	9	2	4	8						4	3			7
	21	6	4	21					9	4	4			17
IO	4	2	1	4					1	1	1			3
FLAD	1			1					1					1
ERMD	3			2							1			1
IO	2	1	1	2							1			1
SBMD	10	3	4	10					5	4				9
	1			1	0	0	0	0	0	0	0	0	0	0
	1	1		1	0	0	0	0	0	0	1	0	0	1
SBMD	1	1		1							1			1

	1		
0	1	0	
	1		
0	1	0	
	1		
0	36	0	Excludes INFOSEC/Security positions
	14		
	5		
	7		
	6		
	2		
	1		
	1		
0	14	0	
	1		
	8		
	1		
	4		
0	15	0	
	3		
	7		
	3		
	1		
	1		
0	6	0	
	1		
	5		
0	3	0	
	3		
0	0	0	
0	0	0	
0	0	0	
0	0	0	
0	70	0	
	12		
	16		
	3		
	7		
	17		
	3		
	1		
	1		
	1		
	9		
0	0	0	
0	1	0	
	1		

	510-Accounting	Total
		OITO
	560-Budget Analysis	Total
		OBOS
		OCAPPM
		OEIP
		OITO
	905-General Attorney	Total
		OBOS
	Grand Total	

*Max offers will be determined by office. See the OEI Business Case for more detail. In total, OEI will o
**All positions will be restructured to either consolidate functions, lower grade levels, or better align w

	3	1	1	3	0	0	0	0	1	1	1	0	0	3
SBMD	3	1	1	3					1	1	1			3
	6		3	6	0	0	0	0	3	1	2	0	0	6
	3		2	3					2		1			3
	1			1					1					1
IO	1		1	1							1			1
SBMD	1			1						1				1
	1			1	0	0	0	0	1	0	0	0	0	1
	1			1					1					1
	343	**74**	**79**	**314**	**0**	**0**	**0**	**0**	**87**	**48**	**45**	**0**	**0**	**180**

ffer no more than 30 VERA/VSIPs.
vith OEI's mission and/or business needs.

0	3	0	
	3		
0	6	0	
	3		
	1		
	1		
	1		
0	1	0	
	1		
30	**180**	**0**	

OGC	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
CINCINNATI,OHIO	**2**		**1**	**2**
905-General Attorney	2		1	2
DURHAM,NORTH CAROLINA	**2**	**2**		**2**
905-General Attorney	2	2		2
SAN DIEGO,CALIFORNIA	**1**		**1**	**1**
905-General Attorney	1		1	1
WASHINGTON,DC	**223**	**35**	**49**	**178**
1222-Patent Attorney	1		1	1
1860-Equal Opportunity Investigation	1	1		1
2210-Information Technology Management	4		1	4
28-Environmental Protection Specialist	3	1		2
301-Miscellaneous Administration and Program	13	4	3	13
306-Government Information Specialist	1			1
340-Program Management	2	1	1	2
341-Administrative Officer	1			1
343-Management and Program Analysis	8	1		7
344-Management and Program Clerical and Assistance	9	1	2	4
360-Equal Opportunity Compliance	2	1	1	2
560-Budget Analysis	1			1
905-General Attorney	173	25	37	136
950-Paralegal Specialist	2		1	1
#N/A	2		2	2
Grand Total	**228**	**37**	**51**	**183**

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other SL	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
			2						2	1	1		
								1	1	1		1	
			2					1	3	2	1	1	

OITA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8
ARLINGTON,VIRGINIA	**1**			**1**		
301-Miscellaneous Administration and Program	1			1		
WASHINGTON,DC	**73**	**12**	**19**	**69**		
2210-Information Technology Management	1			1		
28-Environmental Protection Specialist	5	1		5		
301-Miscellaneous Administration and Program	45	6	12	41		
303-Miscellaneous Clerk and Assistant	2	2		2		
340-Program Management	5	2	3	5		
343-Management and Program Analysis	15	1	4	15		
Grand Total	**74**	**12**	**19**	**70**		

# of Targeted Positions by Grade											
9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
		1					1	1	1		
			2	2			4	3	2		
1							1	1	1		
1		1	2	2			6	5	5		

OLEM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ARLINGTON,VIRGINIA	**269**	**65**	**71**
1035-Public Affairs	4		
110-Economist	9		1
1301-General Physical Science	35	11	7
1320-Chemistry	5	1	2
1350-Geology	2	1	
2210-Information Technology Management	13	1	3
28-Environmental Protection Specialist	74	19	25
301-Miscellaneous Administration and Program	3	2	1
303-Miscellaneous Clerk and Assistant	2	2	
318-Secretary	1		
340-Program Management	9	3	5
343-Management and Program Analysis	64	17	16
344-Management and Program Clerical and Assistance	2		1
401-General Natural Resources Management and Biological Sciences	7		
415-Toxicology	1		
601-General Health Science	5	1	1
819-Environmental Engineering	22	4	6
881-Petroleum Engineering	1	1	
893-Chemical Engineering	10	2	3
ATHENS,GEORGIA	**1**	**1**	
1301-General Physical Science	1	1	
BOSTON,MASSACHUSETTS	**3**	**1**	
28-Environmental Protection Specialist	2	1	
819-Environmental Engineering	1		
CINCINNATI,OHIO	**7**	**3**	**2**
1301-General Physical Science	2	1	
1306-Health Physics	2	1	1
28-Environmental Protection Specialist	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
819-Environmental Engineering	1		
DENVER,COLORADO	**1**		
819-Environmental Engineering	1		
DURHAM,NORTH CAROLINA	**4**	**1**	
1320-Chemistry	1	1	
343-Management and Program Analysis	1		
830-Mechanical Engineering	1		
893-Chemical Engineering	1		
EDISON,NEW JERSEY	**20**	**7**	**2**
1301-General Physical Science	12	4	1
1320-Chemistry	4	2	
343-Management and Program Analysis	2	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
234														
4										0				
3					2		1			3	2	2		
32					7	9	4			20	7	7		
4						1				1	1	1		
2					2					2	1	1		
12					2	2	1			5	3	3		
71					16	14	14			44	9	9		
3					2		1			3	2	2		
2			2							2	2	2		
1		1								1	1	1		
8										0				
59					21	11	8			40	11	11		
2										0				
1										0				
										0				
4						2	1			3	1	1		
18					5	1	2			8	2	2		
1					1					1	1	1		
7					5	1	1			7	2	2		
1														
1										0				
3														
2							1			1	1	1		
1										0				
7														
2										0				
2										0				
1										0				
1							1			1	1	1		
1										0				
1														
1										0				
4														
1										0				
1										0				
1										0				
1										0				
17														
10						1	1			2	2	2		
3							1			1	1	1		
2					1					1	1	1		

401-General Natural Resources Management and Biological Sciences	1		1
819-Environmental Engineering	1		
ERLANGER,KENTUCKY	**1**		
343-Management and Program Analysis	1		
FRANKFURT,GERMANY	**1**		
1301-General Physical Science	1		
KANSAS CITY,KANSAS	**1**		
1320-Chemistry	1		
LAS VEGAS,NEVADA	**11**	**2**	**2**
1301-General Physical Science	7	1	1
1320-Chemistry	1		
343-Management and Program Analysis	1	1	
690-Industrial Hygiene	1		
819-Environmental Engineering	1		1
LENEXA,KANSAS	**2**	**1**	**1**
1301-General Physical Science	1		1
801-General Engineering	1	1	
NORFOLK,VIRGINIA	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**172**	**31**	**56**
1035-Public Affairs	1		
110-Economist	1		
1301-General Physical Science	13	1	3
2210-Information Technology Management	4		4
28-Environmental Protection Specialist	46	3	15
301-Miscellaneous Administration and Program	6	2	3
318-Secretary	2		1
340-Program Management	4		2
343-Management and Program Analysis	76	20	23
401-General Natural Resources Management and Biological Sciences	3		
415-Toxicology	2		1
560-Budget Analysis	1	1	
601-General Health Science	1		1
819-Environmental Engineering	3	1	1
893-Chemical Engineering	6	1	1
ADD SERIES	3	2	1
Grand Total	**494**	**112**	**134**

1										0				
1										0				
1														
1										0				
1														
1										0				
1														
1										0				
9														
5						1				1	1	1		
1										0				
1										0				
1										0				
1										0				
2														
1						1				1	1	1		
1						1				1	1	1		
1														
1										0				
169														
1										0				
										0				
13					2	3				5	3	3		
4										0				
46					4	3	7			14	5	5		
6				1	1		1			3	2	2		
2			1							1	1	1		
4										0				
75			1	1	17	12	8			39	23	23		
2										0				
2						1	1			2	1	1		
1					1					1	1	1		
1					1					1	1	1		
3						1	1			2	2	2		
6					1		1			2	1	1		
3										0				
451	0	1	4	2	91	65	56	0	0	219	94	94		

ORD	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ADA,OKLAHOMA	**44**	**12**	**9**
1102-Contracting	2		2
1301-General Physical Science	14	3	1
1311-Physical Science Technician	2		
1315-Hydrology	7	2	3
1316-Hydrologic Technician	2		
1320-Chemistry	1		
1350-Geology	1		
301-Miscellaneous Administration and Program	2	1	
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	3	2	1
408-Ecology	3	1	1
470-Soil Science	2	1	
819-Environmental Engineering	2	1	
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	1		
ANN ARBOR,MICHIGAN	**1**		**1**
1301-General Physical Science	1		1
ARLINGTON,VIRGINIA	**104**	**26**	**14**
1035-Public Affairs	1		
110-Economist	1	1	
1301-General Physical Science	21	5	3
1315-Hydrology	1	1	
150-Geography	1		
1529-Mathematical Statistics	5	1	1
1530-Statistics	5	2	
2210-Information Technology Management	1		
28-Environmental Protection Specialist	2	1	
301-Miscellaneous Administration and Program	9	3	2
340-Program Management	3	2	1
341-Administrative Officer	2	1	1
343-Management and Program Analysis	12	4	4
401-General Natural Resources Management and Biological Sciences	16	2	
408-Ecology	5		1
415-Toxicology	7	2	
601-General Health Science	9	1	
819-Environmental Engineering	3		1
ATHENS,GEORGIA	**38**	**12**	**2**
1301-General Physical Science	3	2	1
1315-Hydrology	1		
1320-Chemistry	11	4	
1550-Computer Science	2	1	

	# of Targeted Positions (INCLUSIVE POOLS) by Grade												
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
42						7	2			9	9	9	0
2										0	0	0	0
13						1				1	1	1	0
2										0	0	0	0
7						3				3	3	3	0
2										0	0	0	0
1										0	0	0	0
1										0	0	0	0
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1						1				1	1	1	0
3							1			1	1	1	0
3						1				1	1	1	0
2										0	0	0	0
2							1			1	1	1	0
1										0	0	0	0
										0	0	0	0
1							1			1	1	1	0
1							1			1	1	1	0
97						15	14			29	20	20	0
1										0	0	0	0
1							1			1	1	1	0
21						4	2			6	5	5	0
1							1			1	1	1	0
1										0	0	0	0
5						2				2	2	2	0
5						1	1			2	2	2	0
1										0	0	0	0
2										0	0	0	0
9						1				1	1	1	0
3										0	0	0	0
2										0	0	0	0
10						2	1			3	1	1	0
14						1	3			4	2	2	0
5							1			1	1	1	0
7						2	1			3	2	2	0
6						1	1			2	1	1	0
3						1	2			3	1	1	0
37						4	5		1	10	1	1	0
3							2			2	0	0	0
1										0	0	0	0
11						1	2		1	4	1	1	0
2										0	0	0	0

Comments

1640-Facility Operations Services	1	1	
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
340-Program Management	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	4	2	
403-Microbiology	1		1
408-Ecology	3	1	
415-Toxicology	1		
560-Budget Analysis	1		
819-Environmental Engineering	4	1	
854-Computer Engineering	1		
ATLANTA,GEORGIA	**2**		**2**
301-Miscellaneous Administration and Program	1		1
819-Environmental Engineering	1		1
BOSTON,MASSACHUSETTS	**4**	**1**	
1301-General Physical Science	1		
28-Environmental Protection Specialist	1	1	
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		
CHAPEL HILL,NORTH CAROLI	**33**	**12**	**3**
1301-General Physical Science	2	1	
1320-Chemistry	1		1
1530-Statistics	1		
2210-Information Technology Management	1	1	
318-Secretary	1	1	
341-Administrative Officer	1		
401-General Natural Resources Management and Biological Sciences	11	3	2
403-Microbiology	1	1	
404-Biological Science Technician	1	1	
601-General Health Science	9	2	
602-Medical Officer	2	2	
610-Nurse	2		
CHICAGO,ILLINOIS	**1**		**1**
1301-General Physical Science	1		1
CINCINNATI,OHIO	**313**	**83**	**56**
1035-Public Affairs	4		2
110-Economist	4	1	
1301-General Physical Science	38	10	6
1306-Health Physics	2		1
1311-Physical Science Technician	5	2	1
1315-Hydrology	2		
1320-Chemistry	23	2	3
1515-Operations Research	1		
1529-Mathematical Statistics	2	2	
1530-Statistics	2	2	
18-Safety and Occupational Health Management	1		

1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
										0	0	0	0
2										0	0	0	0
4							1			1	0	0	0
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3						2				2	0	0	0
1										0	0	0	0
1										0	0	0	0
4										0	0	0	0
1										0	0	0	0
2							1			1	0	0	0
1							1			1	0	0	0
1										0	0	0	0
3						1				1	1	1	0
1										0	0	0	0
1						1				1	1	1	0
										0	0	0	0
1										0	0	0	0
27										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
										0	0	0	0
9										0	0	0	0
1										0	0	0	0
1										0	0	0	0
7										0	0	0	0
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1										0	0	0	0
1										0	0	0	0
294						31	26		3	60	37	37	0
4						1				1	1	1	0
4										0	0	0	0
36						5	1		1	7	5	5	0
2										0	0	0	0
5										0	0	0	0
2						1				1	1	1	0
23						3	2			5	1	1	0
1										0	0	0	0
2										0	0	0	0
2							1			1	0	0	0
1										0	0	0	0

2210-Information Technology Management	4	4	
28-Environmental Protection Specialist	4		
301-Miscellaneous Administration and Program	7	2	3
308-Records Management	1		
318-Secretary	4	2	1
340-Program Management	2		2
341-Administrative Officer	3	1	
343-Management and Program Analysis	24	6	9
401-General Natural Resources Management and Biological Sciences	51	13	3
403-Microbiology	23	7	2
404-Biological Science Technician	5	1	
408-Ecology	10	2	
415-Toxicology	8	2	1
440-Genetics	1		
470-Soil Science	2		1
499-Biological Science Student Trainee	1		
560-Budget Analysis	6	4	
601-General Health Science	5	3	1
690-Industrial Hygiene	2		
801-General Engineering	4		2
802-Engineering Technical	5		1
80-Security Administration	1	1	
819-Environmental Engineering	34	12	6
830-Mechanical Engineering	3	2	1
854-Computer Engineering	1		1
893-Chemical Engineering	17	2	9
899-Engineering and Architecture Student Trainee	1		
CORVALLIS,OREGON	**46**	**19**	**2**
110-Economist	1		
1301-General Physical Science	3	3	
1320-Chemistry	1	1	
1530-Statistics	3	2	
1550-Computer Science	1		
1640-Facility Operations Services	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
28-Environmental Protection Specialist	1	1	
301-Miscellaneous Administration and Program	2	1	
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	10	3	
408-Ecology	13	7	1
435-Plant Physiology	2		1
470-Soil Science	1		
482-Fish Biology	1		
499-Biological Science Student Trainee	1		
501-Financial Administration and Program	1	1	
DALLAS,TEXAS	**1**		

4										0	0	0	0
4										0	0	0	0
6						1				1	1	1	0
1										0	0	0	0
3										0	0	0	0
2										0	0	0	0
3										0	0	0	0
24						3				3	1	1	0
49						4	5		2	11	5	5	0
22						2	2			4	1	1	0
3										0	0	0	0
9						3	2			5	2	2	0
7						1				1	1	1	0
1										0	0	0	0
1										0	0	0	0
										0	0	0	0
5							1			1	1	1	0
5							1			1	1	1	0
2						1				1	0	0	0
4										0	0	0	0
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31						3	6			9	8	8	0
3							2			2	2	2	0
1										0	0	0	0
16						3	3			6	6	6	0
										0	0	0	0
43										0	0	0	0
1										0	0	0	0
3										0	0	0	0
1										0	0	0	0
3										0	0	0	0
1										0	0	0	0
1										0	0	0	0
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1										0	0	0	0
1										0	0	0	0
2										0	0	0	0
1										0	0	0	0
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2										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0

1301-General Physical Science	1		
DENVER,COLORADO	**5**	**1**	
1301-General Physical Science	1		
301-Miscellaneous Administration and Program	1		
343-Management and Program Analysis	2		
601-General Health Science	1	1	
DULUTH,MINNESOTA	**58**	**17**	**21**
1301-General Physical Science	2	1	
1320-Chemistry	13	5	5
1640-Facility Operations Services	1		1
2210-Information Technology Management	1		
341-Administrative Officer	1		
343-Management and Program Analysis	2		1
401-General Natural Resources Management and Biological Sciences	23	5	11
404-Biological Science Technician	1	1	
408-Ecology	7	3	1
415-Toxicology	6	2	1
690-Industrial Hygiene	1		1
DURHAM,NORTH CAROLINA	**530**	**138**	**110**
101-Social Science	1		
1035-Public Affairs	4	1	1
1101-General Business and Industry	1		
1102-Contracting	1		
1301-General Physical Science	130	24	19
1306-Health Physics	3	1	
1311-Physical Science Technician	1		
1315-Hydrology	1		
1320-Chemistry	28	8	7
1350-Geology	1	1	
1399-Physical Science Student Trainee	1		
1412-Technical Information Services	2		
150-Geography	1		
1529-Mathematical Statistics	4	3	
1530-Statistics	3		1
1550-Computer Science	4		1
1640-Facility Operations Services	1	1	
180-Psychology	2		
184-Sociology	1		
2210-Information Technology Management	14	5	2
28-Environmental Protection Specialist	6	1	1
301-Miscellaneous Administration and Program	12	3	2
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	1	1	
340-Program Management	6	2	3
341-Administrative Officer	8	4	2
343-Management and Program Analysis	55	8	27
399-Administration and Office Support Student Trainee	1		

1										0	0	0	0
5						1	1			2	1	1	0
1										0	0	0	0
1						1				1	0	0	0
2										0	0	0	0
1							1			1	1	1	0
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494						44	51		4	99	52	52	0
1										0	0	0	0
3										0	0	0	0
1										0	0	0	0
										0	0	0	0
119						17	18			35	13	13	0
3										0	0	0	0
1										0	0	0	0
1										0	0	0	0
27						1	3			4	1	1	0
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4							1			1	1	1	0
2										0	0	0	0
2						1				1	0	0	0
1										0	0	0	0
2										0	0	0	0
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13						2	2			4	1	1	0
4						1	1			2	0	0	0
12						2	1			3	3	3	0
1										0	0	0	0
1										0	0	0	0
6										0	0	0	0
7										0	0	0	0
55						4	6			10	8	8	0
1										0	0	0	0

401-General Natural Resources Management and Biological Sciences	117	34	33
403-Microbiology	3	1	
404-Biological Science Technician	1	1	
408-Ecology	7	2	1
413-Physiology	2	1	
415-Toxicology	30	9	3
560-Budget Analysis	13	2	
601-General Health Science	16	2	
602-Medical Officer	1	1	
690-Industrial Hygiene	2		
801-General Engineering	4	1	2
802-Engineering Technical	10	5	
819-Environmental Engineering	22	9	4
830-Mechanical Engineering	2	1	
856-Electronics Technical	1	1	
858-Bioengineering and Biomedical Engineering	1		1
893-Chemical Engineering	3	3	
#N/A	1	1	
EDISON,NEW JERSEY	**8**	**5**	**2**
1301-General Physical Science	1	1	
28-Environmental Protection Specialist	1	1	
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
601-General Health Science	1	1	
819-Environmental Engineering	2		1
893-Chemical Engineering	1	1	
GROSSE ILE,MICHIGAN	**2**		
819-Environmental Engineering	2		
GULF BREEZE,FLORIDA	**58**	**12**	**13**
101-Social Science	1		
1102-Contracting	2	1	
1301-General Physical Science	1		
1320-Chemistry	2	1	1
150-Geography	1		
1601-Equipment, Facilities, and Services	1		1
1640-Facility Operations Services	1		1
2001-General Supply	1		1
2210-Information Technology Management	2		1
301-Miscellaneous Administration and Program	1		1
341-Administrative Officer	1		
343-Management and Program Analysis	2	1	1
401-General Natural Resources Management and Biological Sciences	23	5	3
403-Microbiology	5	2	2
404-Biological Science Technician	1		1
408-Ecology	10	2	
415-Toxicology	1		
560-Budget Analysis	1		

115						9	11		2	22	16	16	0
3							1			1	0	0	0
1										0	0	0	0
7									1	1	0	0	0
2										0	0	0	0
24						1	2			3	2	2	0
13						1				1	0	0	0
15						2	1			3	0	0	0
1						1				1	1	1	0
2										0	0	0	0
4										0	0	0	0
9										0	0	0	0
21						1	2		1	4	3	3	0
2										0	0	0	0
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3							2			2	2	2	0
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1										0	0	0	0
2										0	0	0	0
2										0	0	0	0
50						1				1	1	1	0
										0	0	0	0
										0	0	0	0
1										0	0	0	0
2										0	0	0	0
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19										0	0	0	0
5										0	0	0	0
1										0	0	0	0
10										0	0	0	0
1										0	0	0	0
1										0	0	0	0

690-Industrial Hygiene	1		
GULF,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
HAMPTON,VIRGINIA	**1**		**1**
819-Environmental Engineering	1		1
LAKEWOOD,COLORADO	**1**		
343-Management and Program Analysis	1		
LAS VEGAS,NEVADA	**41**	**15**	**12**
1102-Contracting	1		
1301-General Physical Science	13	6	3
1311-Physical Science Technician	1		
1320-Chemistry	7	2	2
1530-Statistics	1	1	
1550-Computer Science	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2	1	
28-Environmental Protection Specialist	1		1
301-Miscellaneous Administration and Program	3	1	2
343-Management and Program Analysis	4	2	2
401-General Natural Resources Management and Biological Sciences	1	1	
408-Ecology	3	1	1
560-Budget Analysis	1		
690-Industrial Hygiene	1		
LENEXA,KANSAS	**1**		
1301-General Physical Science	1		
LOS ANGELES,CALIFORNIA	**3**		**2**
1301-General Physical Science	1		
1315-Hydrology	1		1
819-Environmental Engineering	1		1
NARRAGANSETT,RHODE ISLAN	**66**	**27**	**17**
1087-Editorial Assistance	1	1	
1102-Contracting	1	1	
110-Economist	2		
1301-General Physical Science	15	7	8
1311-Physical Science Technician	2		
1320-Chemistry	3	3	
1360-Oceanography	2	2	
1550-Computer Science	1	1	
1640-Facility Operations Services	2		1
2210-Information Technology Management	1	1	
301-Miscellaneous Administration and Program	1		
341-Administrative Officer	1		1
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	19	8	5
404-Biological Science Technician	1		
408-Ecology	10	2	2
560-Budget Analysis	1	1	

1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1						1				1	0	0	0
1						1				1	0	0	0
1							1			1	0	0	0
1							1			1	0	0	0
37			2	2	13	7	8			32	27	27	0
										0	0	0	0
13			1		4	1	4			10	9	9	0
1										0	0	0	0
7				1	3	1	2			7	4	4	0
1						1				1	1	1	0
1					1					1	1	1	0
1										0	0	0	0
2					1	1				2	1	1	0
1				1						1	1	1	0
2						2				2	3	3	0
4			1		2	1				4	4	4	0
1							1			1	1	1	0
3					2		1			3	2	2	0
										0	0	0	0
										0	0	0	0
1										0	0	0	0
1										0	0	0	0
3							1			1	1	1	0
1										0	0	0	0
1										0	0	0	0
1							1			1	1	1	0
61										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
15										0	0	0	0
1										0	0	0	0
3										0	0	0	0
2										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
										0	0	0	0
19										0	0	0	0
1										0	0	0	0
10										0	0	0	0
1										0	0	0	0

690-Industrial Hygiene	1		
NEW YORK, NEW YORK	**1**		
1301-General Physical Science	1		
NEWPORT,OREGON	**10**	**4**	
1301-General Physical Science	1		
1360-Oceanography	1		
150-Geography	1	1	
401-General Natural Resources Management and Biological Sciences	4	2	
408-Ecology	2		
482-Fish Biology	1	1	
NORWOOD,OHIO	**1**		
301-Miscellaneous Administration and Program	1		
OAKLAND,CALIFORNIA	**1**		
#N/A	1		
PHILADELPHIA,PENNSYLVANI	**1**		
819-Environmental Engineering	1		
SAN FRANCISCO,CALIFORNIA	**1**		**1**
819-Environmental Engineering	1		1
SEATTLE,WASHINGTON	**3**		**1**
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		1
415-Toxicology	1		
SILVER SPRING,MARYLAND	**1**		
414-Entomology	1		
ST PAUL,MINNESOTA	**1**		
1301-General Physical Science	1		
ST PETERSBURG,FLORIDA	**1**		
408-Ecology	1		
WASHINGTON,DC	**196**	**32**	**53**
1035-Public Affairs	2		
1082-Writing and Editing	1		1
1101-General Business and Industry	2		1
1301-General Physical Science	31	4	11
1399-Physical Science Student Trainee	1		
190-General Anthropology	1		
2210-Information Technology Management	8		5
28-Environmental Protection Specialist	4	1	
301-Miscellaneous Administration and Program	18	4	6
318-Secretary	1	1	
340-Program Management	3	1	2
341-Administrative Officer	2		
343-Management and Program Analysis	56	6	13
344-Management and Program Clerical and Assistance	1		
399-Administration and Office Support Student Trainee	7		
401-General Natural Resources Management and Biological Sciences	28	9	4
403-Microbiology	1		
408-Ecology	1		

1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
10										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
4										0	0	0	0
2										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
3						1				1	0	0	0
1										0	0	0	0
1										0	0	0	0
1						1				1	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
1										0	0	0	0
171						19	25		3	47	32	32	0
2										0	0	0	0
1										0	0	0	0
2						1				1	1	1	0
29						1	9		1	11	9	9	0
										0	0	0	0
										0	0	0	0
7						3				3	2	2	0
4						3				3	1	1	0
17						3	1		1	5	5	5	0
1										0	0	0	0
3										0	0	0	0
2										0	0	0	0
49						2	9			11	7	7	0
1										0	0	0	0
										0	0	0	0
25						3	3			6	2	2	0
1										0	0	0	0
1										0	0	0	0

415-Toxicology	1		
501-Financial Administration and Program	2		1
560-Budget Analysis	12	1	6
601-General Health Science	3		1
602-Medical Officer	1		
801-General Engineering	1	1	
819-Environmental Engineering	6	3	1
#N/A	2	1	1
WILMINGTON,NORTH CAROLIN	**1**		**1**
2210-Information Technology Management	1		1
Grand Total	**1580**	**417**	**324**

1						1				1	0	0	0
2							1			1	1	1	0
12						1				1	1	1	0
3						1				1	0	0	0
										0	0	0	0
1										0	0	0	0
5							2			2	2	2	0
2									1	1	1	1	0
1										0	0	0	0
1											0	0	0
1463	0	0	2	2	13	132	136	0	11	296	183	183	0

Max # total is correct but could vary from location estimates because of pools. Pools are used whereever Max# is lower than Targeted# (e.g. 6 of 10 in a pool of 0400 series family across locations may accept)

Note: Max number of offers per series for all locations are listed under Washington DC

Office of Water		Total Non-Term Employees
ARLINGTON,VIRGINIA- OST		**1**
28-Environmental Protection Specialist		1
CINCINNATI,OHIO - OGWDW		**31**
1301-General Physical Science		3
28-Environmental Protection Specialist		4
318-Secretary		1
343-Management and Program Analysis		1
401-General Natural Resources Management and Biological Sciences		1
819-Environmental Engineering		8
1350-Geology		
601-General Health Science		
1320-Chemistry		
MONTCLAIR,NEW JERSEY - OGWDW		**1**
28-Environmental Protection Specialist		1
WASHINGTON,DC		**547**
28-Environmental Protection Specialist		167
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
301-Miscellaneous Administration and Program		22
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
303-Miscellaneous Clerk and Assistant - OWOW		1
340-Program Management		16
341-Administrative Officer - OGWDW		1
343-Management and Program Analysis		78
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
344-Management and Program Clerical and Assistance- OGWDW		1
401-General Natural Resources Management and Biological Sciences		39
	OGWDW	
	OST	

			# of Targeted Positions by Grade										
Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers
		1											
		1					1					1	
2	**4**	**30**											
		3					2	1				3	
1	1	4					1	2				3	
		1			1							1	
		1					1					1	
		1						1				1	
	1	8					6		1			7	
							1					1	
							1					1	
							4	3				7	
		1											
		1						1				1	
101	**90**	**470**											
27	33	164										126	10
							2	3	2				
							8	14	6				
							1	11	4				
							12	14	6				
							17	16	10				
9	3	21										17	
						2	2	1	3				
						1	3						
					1		1						
							1	1					
								1					
1		1			1							1	
7	5	16											5
	1							1				1	
21	24	74										59	
							4	5	4				
							7	2	2				
							4	1	2				
							6	7	3				
							5	4	3				
1		1			1							1	
4	3	24										18	
							2						
							6	3	2				

Attachment 3

# to Restructure	# to Eliminate	Comment

	OWM	
	OWOW	
403-Microbiology		6
	OGWDW	
	OST	
408-Ecology (OWOW)		8
415-Toxicology (OST)		3
801-General Engineering		1
819-Environmental Engineering		44
	OGWDW	
	OST	
	OWM	
	OWOW	
893-Chemical Engineering		5
	OST	
	OWM	
1301-General Physical Science		73
	OGWDW	
	OST	
	OWM	
	OWOW	
1315-Hydrology (OGWDW)		1
1320-Chemistry		4
	OGWDW	
	OST	
	OWOW	
1350-Geology (OGWDW)		2
1515-Operations Research (OST)		1
1529-Mathematical Statistics (OGWDW)		2
2210-Information Technology Management		28
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
110-Economist		10
	OAA	
	OGWDW	
	OST	
1160-Financial Analysis		12
560-Budget Analysis		3
	OST	
	OWOW	
601-General Health Science		3
	OGWDW	
	OST	

							1						
							4						2
1	1	6										8	
							2						
							3	3					
		1						1				1	
1		1						1				1	
1		1					1					1	
3	6	34										28	
							4	4	5				
							3	2	2				
							5	2					3
							1						
1	1	5										5	
							1	2					
								1	1				
9	4	51										50	
							7	8					
							12	4					
							5	1	2				
							7	1	3				
1		1					1					1	
1	1	3										3	5
							1						
								1					
								1					
1		2						1	1			2	
	1	1							1			1	
1		1						1				1	
6	3	25										22	2
							1	4					
							4	3	1				
								1					
							1						
							3	3	1				
1	1	9										9	
							1	1					
							1	1					
							3	1	1				
		6											
	2	3										3	2
							1	1					
							1						
1	1	2										2	
								1					
									1				

1109-Grants Management (OGWDW)	1
905-General Attorney	8
301- Scientific & Senior Level Positions	5
OAA	
OGWDW	
OST	
OWOW	
Grand Total	**580**

1		1						1				1	
2		8											
4		1										2	1
											2		
103	**94**	**502**			4	3	172	143	67		2	391	30

		1 supervisory

Region 1	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targ b 1-4	5-8	9-11	12	13
BOSTON,MASSACHUSETTS	**511**	**120**	**185**	**473**					
0344-Management and Program Clerical Assistance						1			
0303-Administrative Support Assistant						1			
0029-Environmental Protection Assistant						1			
0028-Environmental Protection Specialist									5
0819-Environmental Engineer									2
0819-Environmental Engineer									
0028-Environmental Protection Specialist									
0819-Environmental Engineer									12
0028-Environmental Protection Specialist									4
1301-Physical Scientist									1
0401-Life/Biological Scientist									5
0819-Environmental Engineer								4	
0028-Environmental Protection Specialist								2	
0819-Environmental Engineer									9
1301-Physical Scientist									10
1035-Public Affairs	11	1	5	11					
1101-General Business and Industry	2			2					
1102-Contracting	7			5					
1109-Grants Management	8	4	2	7					
1160-Financial Analysis	2		1	2					
1301-General Physical Science	72	18	22	70					1
1306-Health Physics	1			1					
1315-Hydrology	2		1	2					
1350-Geology	1	1		1					
1399-Physical Science Student Trainee	1								
1810-General Investigating	1	1		1					1

geted Positions								
y Grade								
14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
				1	1		1	Eliminate 1 GS-0029-08, GS-0303-7, GS-0344-07 (OSRR). 1 V/V offer limited to GS-0344/0303/0029-7/8, to all OSRR employees.
				1				
				1				
				5	2	1	1	Eliminate 1 GS-0819/0028-13 (OES); Restructure 1 GS-0819/0028-12 (OES). 2 V/V offers limited GS-0819/0028-13, in A&P2
				2				
2				2	1	1		Restructure 1 GS-0819/0028-13 (OES). 1 V/V offer limited to GS-0819/0028-14, Technical Enforcement Branch
2				2				
				12	2	2		0819/1301/0401/0028 (OES). - 2 V/V offers limited GS-13's in four series: 0819/1301/0401/0028, in Technical Enforcement Branch.
				4				
				1				
				5				
				4	1		1	Eliminate 1 GS-12 0819/0028 (OES). 1 V/V offer limited GS- 12's Restructure 2 GS-0819/1301-12 (OSRR). 2 V/V offers limited GS-
				2				
				9	2	2		
				10				
	1			2	2	1	1	Eliminate 1 GS-1301-15 (ORA). 1 V/V offer limited to GS-1301-15, ORA Immediate Office. Restructure 1 GS-1301-12 (OEP). 1 V/V offer limited GS-1301-13, Air Programs Branch: Air Permits, Toxics and Indoor Programs.
				1	1		1	Eliminate 1 GS-1810-13 (OSRR). 1 V/V offer limited to GS-1810-13 on Technical and Enforcement Support Branch.

18-Safety and Occupational Health Management	2			1					
201-Human Resources Management	5	2	2	5					
2210-Information Technology Management	19	4	6	19					6
260-Equal Employment Opportunity	1			1					
28-Environmental Protection Specialist	85	22	39	84				1	2
0028-Environmental Protection Specialist (RPM)									2
0028-Supervisory Environmental Protection Specialist									
29-Environmental Protection Assistant	8	2	5	8		3			
301-Miscellaneous Administration and Program	9	2	3	9					1
303-Miscellaneous Clerk and Assistant	2	1		2	1				

2				8	3	3		Restructure 2 GS-2210-13; and 1 GS-2210-12 (OARM). 2 V/V offers to GS-2210-14 and 1 V/V offer to GS-2210-13, limited to Information Technology Branch (Boston, Ma only) (excludes security IT Spec. and phased retirement participant)
1				4	3	2	1	Eliminate 1 GS-0028-12 (OEP). 1 V/V offer limited to GS-0028-12, in Water Permits Branch. Restructure 1 GS-0028-12/13 (ORC). 1 V/V offer limited to GS-0028-14, Office of Regional Counsel. Restructure 1 GS-0028-7/9/12 (OSRR). 1 V/V offer limited to, GS-0028-13, Technical and Support Branch - Technical and Enforcement Support Section only.
				2	2	2		Restructure 2 GS-0819/1301-13 Remedial Project Managers (RPM) (OSRR). 2 V/V offers limited GS-0028-13 (RPMS only) in Remediation and Restoration 1 Branch.
3				3	1		1	Eliminate 1 GS-0028-14 (OEP). 1 V/V offer limited to Supervisory GS-0028-14, to all Supervisory OEP employees.
				3	1		1	Eliminate 1 GS-0029-08, (OEP). 1 V/V offer limited to GS-0029-08, to all OEP employees.
				1	1	1		Restructure 1 GS-0028-12 (OEP). 1 V/V offer limited to GS-0301-13, Grants, Tribal & Municipal Assistance Branch.
				1	1		1	Eliminate 1 GS-0303-04 (OARM). 1 V/V offer limited to 1 GS-0303-04, Customer Services and Facilities Unit.

304-Information Receptionist	1	1		1		1			
306-Government Information Specialist	1		1	1					
318-Secretary	4	1	1	4					
326-Office Automation Clerical and Assistance	2	1		2					
340-Program Management	8	3	5	8					
342-Support Services Administration	3	1	1	1				1	
343-Management and Program Analysis	13	3	4	13					
344-Management and Program Clerical and Assistance	1		1	1					
399-Administration and Office Support Student Trainee	1								
401-General Natural Resources Management and Biological Sciences	29	4	6	18					1
499-Biological Science Student Trainee	9			2					
501-Financial Administration and Program	9		3	8				2	
510-Accounting	3		1	3					
525-Accounting Technician	1		1	1			1		
560-Budget Analysis	4	2	2	4					
80-Security Administration	1			1					
819-Environmental Engineering	121	29	56	116					1
899-Engineering and Architecture Student Trainee	2								
905-General Attorney	54	17	17	53					

				1	1		1	Eliminate 1 GS-0304-07 (ORA). 1 V/V offer limited GS-0304-07, Public Affairs Unit.
				1	1	1		Restructure 1 GS-0342-9/11 (OARM). 1 V/V offer limited to GS-0342-12, in Customer Services and Facilities Unit.
				1	1	1		Restructure 1 GS-0401/1301-12 (OEP). 1 V/V offer limited to GS-0401-13, Wetlands, Water Quality and Information Branch - Wetlands Protection Section only.
				2	1	1		Restructure 1 GS-0501-11 (OARM). 1 V/V offer limited GS-0501-12 in Comptrollers Office.
				1	1		1	Eliminate 1 GS-0525-09 (OARM). 1 V/V offer limited to GS-0525-09 in Comptrollers Office.
				1	1	1		Restructure 1 GS-0819-7/9/12 (OSRR). 1 V/V offer limited to GS-0819-13, Technical and Support Branch - Technical and Enforcement Support Section only.
	8			8	3	3		Restructure 1 GS-0260-12/13 (ORA) - 1 V/V offer limited to GS-0905-15, in OCRUA; Restructure 2 GS-0905-14 (OES) - 2 V/V offers limited GS-0905-15 in Legal Enforcement Branch - Superfund and Regulatory Legal Offices.

950-Paralegal Specialist	3			3					
99-General Student Trainee	2								
NORTH CHELMSFORD,MASSACH	**56**	**17**	**16**	**45**					
1301-General Physical Science	13	6	1	10					1
1320-Chemistry	16	5	6	14					9
1399-Physical Science Student Trainee	1								
18-Safety and Occupational Health Management	1			1					
2210-Information Technology Management	1		1	1					
28-Environmental Protection Specialist	2		2	2					
318-Secretary	1	1		1					
340-Program Management	1	1		1					
342-Support Services Administration	2			2					
343-Management and Program Analysis	1		1	1					
401-General Natural Resources Management and Biological Sciences	5	3		5					
819-Environmental Engineering	11	1	5	7					
899-Engineering and Architecture Student Trainee	1								
Grand Total	**567**	**137**	**201**	**521**	1	7	1	10	73

	1			2	2	2		Restructure 1 GS-1301-12 (OEME). 1 V/V offer limited to all GS-1301-13 OEME employees. Restructure 1 GS-1301-14 (OEME). 1 V/V offer limited to all GS-1301-15 OEME employees
				9	1	1		Restructure 1 GS-1320-12 (OEME). 1 V/V offer limited to all OEME GS-1320-13 employees.
10	10	0		112	36	25	11	

Region 2	Division	Branch	Section	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
ALBANY,NEW YORK				**5**	**1**		**4**
1035-Public Affairs				1			1
1301-General Physical Science				2	1		2
819-Environmental Engineering				2			1
BUFFALO,NEW YORK				**2**	**1**		**1**
1035-Public Affairs				1	1		1
1301-General Physical Science				1			
EDISON,NEW JERSEY				**143**	**34**	**45**	**130**
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-1301 and 1320.	DESA	HWSB					
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-401,1301, and 1320.	DESA	Lab					
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-401,819, 1301, and 1350.	DESA	MAB					
1301-General Physical Science				66	15	29	63
1320-Chemistry				19	6	3	16
1350-Geology				1		1	1
28-Environmental Protection Specialist				4	1		4
303-Miscellaneous Clerk and Assistant				2	2		2
318-Secretary				4		2	4
401-General Natural Resources Management and Biological Sciences				20	3	3	14
403-Microbiology				4			4
690-Industrial Hygiene				1			1
801-General Engineering				2	1		2
819-Environmental Engineering				19	6	6	18
830-Mechanical Engineering				1		1	1
GUAYNABO,PUERTO RICO				**47**	**9**	**10**	**44**
1035-Public Affairs				1			1
1301-General Physical Science				12	2	1	12
1350-Geology				1			1
318-Secretary				3	1	2	3
401-General Natural Resources Management and Biological Sciences				1		1	1
510-Accounting				1			1
819-Environmental Engineering				23	6	6	22

# of Targeted Positions by Grade												
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
				10					10	1	1	
				9					9	1	1	
				14					14	1	1	

Comments
Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
Note: multi-series clusters include multiple GS-1301-13s.
Note: Multi-series clusters include multiple GS-1320-13s.
Note: DESA/MAB multi-series cluster includes a GS-1350-13.
Note: DESA/MAB multi-series cluster includes several GS-819-13s.
Note: Multi-series clusters include multiple GS-819-13s.

905-General Attorney				4			3
#N/A				1			
NEW YORK, NEW YORK				**582**	**159**	**181**	**542**
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-028, 819, 1301, and 1320.	CASD	APB					
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-028, 401, 819, and 1301.	CASD	SMPB					
multi-series - UIC program: includes GS-819, 1301, and 1350 staff. Titles include Environmental Engineer, Environmental Scientist, Geologist, Lead Environmental Scientist (the word Lead is a reflection of a processing glitch and an outdated PD), and Physical Scientist .	DECA	WCB	GCS				
1035-Public Affairs				14	3	4	13
1102-Contracting				9	4	2	9
1109-Grants Management				11	2	3	11
1160-Financial Analysis				1	1		1
1301-General Physical Science				107	20	41	97
1306-Health Physics				2	1		2
1315-Hydrology				4	3		4
1320-Chemistry				1	1		1
1350-Geology				15	9	2	14
1550-Computer Science				2			2
1810-General Investigating				1			
201-Human Resources Management				7	2	2	7
2210-Information Technology Management				12	3	2	12
260-Equal Employment Opportunity				1		1	1
28-Environmental Protection Specialist				41	9	11	41
28 **subset** - Environmental Protection Specialist	CASD	APB	APS				
301-Miscellaneous Administration and Program				4	3		4
301 **subset** - Congressional & Intergov. Relations Spec.	PAD	ICAB					
303-Miscellaneous Clerk and Assistant				12	2	8	12
306-Government Information Specialist				3		2	2
308-Records Management				2		1	1
318-Secretary				26	3	14	26
318 **subset** - Secretary	CASD	RIAB					
326-Office Automation Clerical and Assistance	CASD	HWPB		1	1		1
340-Program Management				8	3	2	7

				18					18	1	1	
				14					14	1	1	
			3	4					7	4	4	
					1				1	1	1	
				1					1	1	1	
	7								7	7		7
	1								1	1		1
1									1	1		1

Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
Positions will be restructured to support functions other than UIC (>25% change in duties); changes to series and FPLs are also possible.
Note: Multi-series clusters include multiple GS-1301-13s.
Note: CASD/APB multi-series cluster includes a GS-1320-13.
Note: DECA/WCB multi-series cluster includes several GS-1350-13s.
Note: CASD/SMB multi-series cluster includes several GS-028-13s.
Backfill with lower FPL (and probably different series).
Backfill with different series and lower FPL.
All seven GS-6 NYC office assistants are targeted; for one incumbent, V/V eligibility may be in question.
Employee is part-time.

341-Administrative Officer				1	1		1
342-Support Services Administration				1			
343-Management and Program Analysis				8	2	1	8
401-General Natural Resources Management and Biological Sciences				33	6	2	23
401 subset - Aquatic Biologist	CWD	CWRB	NS				
415-Toxicology				1	1		1
501-Financial Administration and Program				4		1	4
505-Financial Management				1			1
510-Accounting				9		5	9
525-Accounting Technician				3		2	3
560-Budget Analysis				5		4	5
801-General Engineering				1	1		1
808-Architecture				1			1
819-Environmental Engineering				147	45	51	139
819 subset - Environmental Engineering	CWD	DWMIB	SRF				
901-General Legal and Kindred Administration				1			1
905-General Attorney	ORC			76	30	17	71
950-Paralegal Specialist				5	3	2	5
963-Legal Instruments Examining	ORC	IO		1		1	1
NEW YORK,NEW YORK				**2**		**1**	**2**
1035-Public Affairs				1		1	1
401-General Natural Resources Management and Biological Sciences				1			1
ST THOMAS,VIRGIN ISLANDS				**2**		**1**	**2**
401-General Natural Resources Management and Biological Sciences				1			1
819-Environmental Engineering				1		1	1
STAMFORD,CONNECTICUT				**1**	**1**		**1**
1301-General Physical Science				1	1		1
Grand Total				**784**	**205**	**238**	**726**

				1					1	1	1	
				1					1	1	1	
						14			14	2	2	
			5						5	5		5
		1							1	1		1
1	8	1	8	72	1	14	0	0	105	30	15	15

Note: CASD/SMB multi-series cluster includes several GS-401-13s.
Position will be restructured to support functions other than CWA 301(h), 403(c), and 316(a&b), so >25% change in duties. A reduction in FPL and change in series/title is also likely.
Note: Multi-series clusters include multiple GS-819-13s.
Position will be restructured to support functions other than construction grants (>25% change in duties). A reduction in FPL is also likely.
Backfill at the GS-11 or 12 with GS-14 FPL. Targeted pool includes all GS-15 General Attorneys and Attorney-Advisers, but does not include supervisors or team leaders.

Region 3	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANNAPOLIS JUNC,MARYLAND	**1**		
28-Environmental Protection Specialist	1		
ANNAPOLIS,MARYLAND	**21**	**6**	**6**
1035-Public Affairs	1		
1301-General Physical Science	5	1	3
28-Environmental Protection Specialist	9	1	3
318-Secretary	1	1	
340-Program Management	2	2	
341-Administrative Officer	1		
343-Management and Program Analysis	1	1	
819-Environmental Engineering	1		
BLUEMONT,VIRGINIA	**1**		
819-Environmental Engineering	1		
CHARLESTON,WEST VIRGINIA	**2**		
301-Miscellaneous Administration and Program	1		
905-General Attorney	1		
FORT MEADE,MARYLAND	**45**	**11**	**9**
1301-General Physical Science	16	5	4
1320-Chemistry	15	3	3
1399-Physical Science Student Trainee	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
301-Miscellaneous Administration and Program	2		1
342-Support Services Administration	1		
401-General Natural Resources Management and Biological Sciences	4	1	
819-Environmental Engineering	3	2	
905-General Attorney	1		1
HERNDON,VIRGINIA	**1**		**1**
905-General Attorney	1		1
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**
1035-Public Affairs	19	6	3
1101-General Business and Industry	1		
1102-Contracting	12	5	2
1109-Grants Management	11	4	3
1160-Financial Analysis	5	2	
1301-General Physical Science	154	26	28
1306-Health Physics	1		1
1315-Hydrology	1	1	
1340-Meteorology	1		
1350-Geology	5	1	2
1399-Physical Science Student Trainee	4		
1810-General Investigating	4	3	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1										0	0	0	0	
20														
										0	0	0	0	
5					1	2	1			4	2	2	0	
9					1	2	2			5	2	2	0	
1		1								1	1	1	0	
2							1			1	1	1	0	
1										0	0	0	0	
1										0	0	0	0	
1										0	0	0	0	
1														
1										0	0	0	0	
2														
1										0	0	0	0	
1										0	0	0	0	
38														
16				1	5	2	1			9	2	2	0	
11					4	1				5	2	2	0	
1										0	0	0	0	
										0	0	0	0	
1					1					1	1	1	0	
1						1				1	1	1	0	
1										0	0		0	
3					1					1	1	1	0	
3				1		1				2	1	1	0	
1							1			1	1	1	0	
1														
1						1				1	1	1	0	
643														
19				1	7	2				10	4	3	1	
1										0	0	0	0	
12										0	0	0	0	
9				4	3					7	2	1	1	
5					2					2	1	1	0	
130				1	41	10	4			56	18	15	3	
1						1				1	1	1	0	
1						1				1	1	1	0	
1										0	0	0	0	
5					2	1				3	1	1	0	
										0	0	0	0	
4				1	2					3	3	0	3	

18-Safety and Occupational Health Management	1		
201-Human Resources Management	12	3	1
2210-Information Technology Management	19	7	5
2299-Information Technology Student Trainee	2		
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	89	29	43
299-Human Resources Management Student Trainee	1		
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	13	2	6
303-Miscellaneous Clerk and Assistant	9	1	
306-Government Information Specialist	1		1
308-Records Management	1		
318-Secretary	18	3	9
326-Office Automation Clerical and Assistance	2	2	
340-Program Management	10	4	5
342-Support Services Administration	4	1	3
343-Management and Program Analysis	19	4	3
350-Equipment Operator	1	1	
401-General Natural Resources Management and Biological Sciences	75	5	4
408-Ecology	3	1	1
414-Entomology	1		
415-Toxicology	9	3	5
457-Soil Conservation	1	1	
499-Biological Science Student Trainee	4		
501-Financial Administration and Program	6	4	2
505-Financial Management	1	1	
510-Accounting	8	1	4
525-Accounting Technician	1		
560-Budget Analysis	1	1	
819-Environmental Engineering	128	33	35
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	70	23	27
950-Paralegal Specialist	4	1	1
#N/A	2	1	
RICHMOND,VIRGINIA	**1**		**1**
1301-General Physical Science	1		1
TITUSVILLE,PENNSYLVANIA	**1**		**1**
1301-General Physical Science	1		1
WASHINGTON,DC	**1**		
28-Environmental Protection Specialist	1		
WHEELING,WEST VIRGINIA	**13**	**2**	**2**
1301-General Physical Science	2	1	
1315-Hydrology	1	1	
28-Environmental Protection Specialist	2		1
401-General Natural Resources Management and Biological Sciences	7		
819-Environmental Engineering	1		1

1										0	0	0	0	
10				1	2	1				4	2	1	1	
19				3	6	1				10	3	2	1	
										0	0	0	0	
1						1				1	1	1	0	
88			9	14	37	8	6			74	21	16	5	
1										0	0	0	0	
1		1								1	1	0	1	
13			1			3	4			8	3	2	1	
9		1								1	1	1	0	
1				1						1	1	1	0	
1										0	0	0	0	
18		7	6							13	8	5	3	
2		1								1	1	0	1	
10						0	4			4	4	4	0	
4			3	1						4	2	1	1	
16			2	2	2	1				7	3	2	1	
1		1								1	1	1	0	
42					5	3	1			9	3	3	0	
3					1	1				2	1	0	1	
1										0	0	0	0	
9					6	3				9	2	1	1	
1					1					1	1	1	0	
										0	0	0	0	
6			1	5						6	2	1	1	
1							1			1	1	1	0	
7					4	1				5	2	1	1	
1										0	0	0	0	
1						1				1	1	1	0	
111					49	11	11			71	20	17	3	
1					1					1	1	1	0	
										0	0	0	0	
70						23	27			50	17	13	4	
4				2	1					3	2	1	1	
1										0	0	0	0	
1														
1						1				1	1	1	0	
1														
1					1					1	1	1	0	
1														
1						1				1	1	1	0	
13														
2					1					1	1	1	0	
1					1					1	1	1	0	
2					1					1	1	1	0	
7										0	0	0	0	
1					1					1	1	1	0	

Grand Total	**826**	**199**	**217**

722										411	159	124	35	

Region 4	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ATHENS,GEORGIA	**85**	**14**	**15**
1301-General Physical Science	20	4	5
1311-Physical Science Technician	1	1	
1320-Chemistry	20	4	2
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	2		
28-Environmental Protection Specialist	1		
301-Miscellaneous Administration and Program	1	1	
318-Secretary	2		
341-Administrative Officer	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	18	2	4
415-Toxicology	1		
819-Environmental Engineering	15	2	4
ATLANTA,GEORGIA	**806**	**148**	**275**
1001-General Arts and Information	1	1	
1035-Public Affairs	13		4
1071-Audiovisual Production	2		1
1084-Visual Information	1		1
1101-General Business and Industry	2		2
1102-Contracting	9	1	1
1106-Procurement Clerical and Technician	1	1	
1109-Grants Management	10	3	3
1160-Financial Analysis	3	1	
1301-General Physical Science	158	27	61
1315-Hydrology	5	1	
1320-Chemistry	1		
1350-Geology	2	2	
150-Geography	1		
1810-General Investigating	5	1	3
201-Human Resources Management	6	2	2
2210-Information Technology Management	12	2	5
260-Equal Employment Opportunity	2		1
28-Environmental Protection Specialist	58	12	25
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	23	4	8
303-Miscellaneous Clerk and Assistant	15	6	2
306-Government Information Specialist	11	3	7
308-Records Management	2		
318-Secretary	11	3	6
326-Office Automation Clerical and Assistance	1		
335-Computer Clerk and Assistant	1		1

	# of Targeted Positions (Revised as of 6/6/2017) by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
71	0	0	1	1	0	0	0	0	0	2				
15										0				
1			1							1				
17										0				
1										0				
1										0				
1				1						1				
1										0				
1										0				
										0				
2										0				
16										0				
1										0				
14										0				
730	0	1	2	3	12	3.5	2.5	0	0	24				
1										0				
10										0				
2										0				
1										0				
2										0				
9										0				
1										0				
9										0				
3										0				
147					3	1	1			5				
3										0				
1										0				
2										0				
										0				
5										0				
6										0				
12										0				
2										0				
52			2	1	1					4				
1										0				
20										0				
14		1								1				
9										0				
1										0				
10										0				
1										0				
1										0				

340-Program Management	12	4	6
341-Administrative Officer	3		2
342-Support Services Administration	3		
343-Management and Program Analysis	24	2	15
3502-Laboring	1		
401-General Natural Resources Management and Biological Sciences	91	14	15
408-Ecology	2		
415-Toxicology	4		3
499-Biological Science Student Trainee	1		
501-Financial Administration and Program	7	3	4
505-Financial Management	1		1
510-Accounting	2		1
560-Budget Analysis	11	4	3
5703-Motor Vehicle Operating	2		
601-General Health Science	1		1
690-Industrial Hygiene	1		
801-General Engineering	1	1	
80-Security Administration	2		
819-Environmental Engineering	212	39	70
840-Nuclear Engineering	1		1
905-General Attorney	65	10	18
950-Paralegal Specialist	1	1	
986-Legal Assistance	1		1
BAY ST LOUIS,MISSISSIPPI	**11**	**1**	**3**
1301-General Physical Science	2		1
28-Environmental Protection Specialist	1		
340-Program Management	2		2
343-Management and Program Analysis	3	1	
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	1		
CHARLOTTE,NORTH CAROLINA	**1**		
819-Environmental Engineering	1		
CRAWFORDVILLE,FLORIDA	**1**		
401-General Natural Resources Management and Biological Sciences	1		
DURHAM,NORTH CAROLINA	**1**	**1**	
28-Environmental Protection Specialist	1	1	
GULFPORT,MISSISSIPPI	**3**		
1301-General Physical Science	1		
819-Environmental Engineering	2		
JACKSON,MISSISSIPPI	**1**		**1**
819-Environmental Engineering	1		1
JACKSON,TENNESSEE	**1**		**1**
819-Environmental Engineering	1		1
JACKSONVILLE,FLORIDA	**1**		**1**
1301-General Physical Science	1		1
LOUISVILLE,KENTUCKY	**1**	**1**	
819-Environmental Engineering	1	1	

11										0				
3										0				
3										0				
22				1						1				
1										0				
77					1					1				
2										0				
4										0				
										0				
7										0				
1										0				
2										0				
8										0				
2										0				
1										0				
1										0				
1				1						1				
1										0				
195					7	1				8				
1										0				
60						1.5	1.5			3				
1										0				
1										0				
11	0	0	0	0	0	0	0	0	0	0				
2										0				
1										0				
2										0				
3										0				
2										0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
2	0	0	0	0	0	0	0	0	0	0				
										0				
2										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				

MOBILE,ALABAMA	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1		1
WEST PALM BEACH,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
Grand Total	**914**	**166**	**297**

1	0	0	0	0	0	0	0	0	0	0				
1										0				
1	0	0	0	0	0	0	0	0	0	0				
1										0				
823	0	1	3	4	12	3.5	2.5	0	0	26				

Region 5	Series	Div/Off
CARTERVILLE, ILLINOIS		
	1301-General Physical Science	Total
CHICAGO HTS, ILLINOIS		
	0401-General Natural Resources Mana	Total
	1035-Public Affairs	Total
		SFD
	1060-Photography	Total
	1082-Writing and Editing	Total
		ORA
	1084-Visual Information	Total
	1101-General Business Industry	Total
	1102-Contracting	Total
		RMD
	1106-Procurement Clerical and Techni	Total
	1109-Grants Management	Total
	1160-Financial Analysis	Total
		LCD
		WD
	1301-General Physical Science	Total
		ARD
		GLNPO
	1306-Health Physics	Total
	1315-Hydrology	Total
	1320-Chemistry	Total
		ORA
	1340-Meteorology	Total
	1350-Geology	Total
		LCD
		SFD
	1399-Physical Science Student Trainee	Total
	1530-Statistics	Total
		LCD

Branch/Section	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	# of Targete by G 1-4	5-8	9-11	12	13
	1		1	1	0	0	0	0	0
	1		1	1	0	0	0	0	0
	1				0	0	0	0	0
	1				0	0	0	0	0
	1036	255	296	939	0	8	3	54	55
	18	5	5	18	0	0	0	0	1
Community Involvement									1
	1			1	0	0	0	0	0
	2	1		2	0	0	0	2	0
Multimedia Communications Section								2	
	2		1	2	0	0	0	0	0
	2	1		2	0	0	0	0	0
	20	2	6	18	0	0	0	0	1
Acquisition & Assistance Branch									1
	1		1	1	0	0	0	0	0
	12	1	3	12	0	0	0	0	0
	5	2		5	0	0	0	1	2
RCRA Compliance Section 2								1	
STP									2
	201	43	50	180	0	0	0	0	0
APB									
IO									
	2	1	1	2	0	0	0	0	0
	3			1	0	0	0	0	0
	25	8	1	22	0	0	0	0	0
Planning & Quality Assurance Group									
	1		1	1	0	0	0	0	0
	11	5	2	9	0	0	0	2	3
Corrective Action 1								2	
All									3
	3				0	0	0	0	0
	1	1		1	0	0	0	0	1
All									1

ed Positions								
rade								
14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
52	8	0	0	181	78	70	8	
0	0	0	0	1	1	1	0	
				1	1	1		Would offer the "Lead" position.
0	0	0	0	0	0	0	0	
0	0	0	0	2	1	0	1	
				2	1		1	Could restructure to one position.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	1	1	1	0	
				1	1	1		Focus on core contract operations. Offer to 1102s that are procurement analysts, then reshape workforce to have more contract specialists
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	3	2	2	0	
				1	1	1		Would restructure to GS-1301/819 position
				2	1	1		Would restructure the position to a lower grade.
2	1	0	0	3	2	2	0	
2				2	1	1		Would restructure to a lower grade.
	1			1	1	1		Would restructure to a lower grade.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
1	0	0	0	1	1	1	0	
1				1	1	1		Would restructure to a lower graded position
0	0	0	0	0	0	0	0	
0	0	0	0	5	2	2	0	
				2	1	1		Would restructure to GS-1301/819 position
				3	1	1		Would restructure to GS-1301/819 position
0	0	0	0	0	0	0	0	
0	0	0	0	1	1	1	0	
				1	1	1		Would restructure to GS-1301/819 position.

	1702-Education and Training Technicia	Total
		RMD
	1750-Instructional Systems	Total
	1810-General Investigation	Total
		SFD
	0018-Safety and Occupational Health M	Total
	2001-General Supply	Total
	0201-Human Resources Management	Total
	0020-Community Planning	Total
	2210-Information Technology Manage	Total
		RMD
	0260-Equal Employment Opportunity	Total
		ORA
		RMD
	0028-Environmental Protection Specia	Total
		ORA
		ARD
		GLNPO
		LCD
		LCD
		LCD
		LCD
		LCD
		LCD
		LCD
		WD
		WD
		WD
		WD
		WD

	2	1	1	2	0	0	1	0	0
HCB							1		
	1			1	0	0	0	0	0
	5	3	1	4	0	0	0	0	2
All									2
	3			2	0	0	0	0	0
	2			1	0	0	0	0	0
	10	3	2	8	0	0	0	0	0
	4			3	0	0	0	0	0
	31	6	5	30	0	0	0	0	3
Information Technology Section									3
	4	1	2	4	0	0	0	0	3
Office of Civil Rights									2
Employee Services Branch									1
	160	46	73	155	0	0	0	36	31
OECA								1	2
IVPS								2	
All									6
State and Tribal Services Section								6	
Internal Services Section								2	
All (non-tribal)									12
Pesticides & Toxics Compliance								1	
RCRA/TSCA Programs								2	
Underground Storage								3	
Materials Management Branch									
WWB only								1	
IT & Support Section								1	
Watersheds Section									2
GWDW Sections 1 & 2								5	
GWDW Sections 1 & 2									2

0	0	0	0	1	1	0	1	
				1	1		1	The duties will be assigned to remaining employees.
0	0	0	0	0	0	0	0	
0	0	0	0	2	1	1	0	
				2	1	1		Could be restructured to a lower grade.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	3	1	1	0	
				3	1	1		Work would be restructured to focus on moving away from Lotus Notes System Administration (Lotus Notes experts) to new technology.
0	0	0	0	3	2	1	1	
				2	1	1		Would restructure from two to one position
				1	1		1	The duties will be assigned to remaining employees in the Office of Civil Rights.
0	1	0	0	68	30	29	1	
				3	1	1		Would like to restructure to combine duties.
				2	1	1		Would restructure to a GS-1301/819 positions.
				6	1	1		Would restructure to a technical series at a lower grade or in the same series to a lower grade.
				6	2	1	1	Would like to combine the existing duties of the six eligible down to five and offer two positions. Would create an opportunity for one displaced GS-0028-12 in another section to move into this position.
				2	1	1		Could restructure to GS-306 position.
				12	4	4		Would like to offer and restructure to GS-1301.
				1	1	1		Would restructure to GS-1301/819 position
				2	1	1		Would restructure to GS-1301/819 positions
				3	1	1		Would restructure to GS-1301/819 positions
	1			1	1	1		Would restructure the branch by moving the duties into other existing sections or changing it to a section.
				1	1	1		Would restructure to GS-1301/819/401 position
				1	1	1		Would restructure to GS-1301/819/401 position
				2	1	1		Would restructure to GS-1301/819/401 position
				5	4	4		Would restructure to GS-1301/819 positions
				2	1	1		Would restructure to GS-1301/819 positions

CHICAGO, ILLINOIS		WD
		WD
		WD
		WD
		SFD
		SFD
		SFD
		SFD
	0301-Miscellaneous Administration an	Total
		ARD
		SFD
		RMD
	0303-Miscellaneous Clerk and Assistan	Total
		ARD
		GLNPO
		ORC
		RMD
	0305-Mail and File	Total
	0306-Government Information Special	Total
	0308-Records Management	Total
	0318-Secretary	Total
	0326-Office Automation Clerical and A	Total
	0335-Computer Clerk and Assistant	Total
		GLNPO
	0340-Program Management	Total
	0341-Administrative Officer	Total
	0343-Management and Program Analy	Total
		ARD
		WD
		WD
		SFD
		RMD
	0344-Management and Program Cleric	Total
		WD
	0399-Administration and Office Suppo	Total
	0401-General Natural Resources Mana	Total
		LCD
	0403-Microbiology	Total
	0408-Ecology	Total

UIC Sections 1 & 2								2	
NPDES Branch only									1
NPDES Section 2								1	
NPDES Section 2									2
Chemical Emergency Preparedness & Prevention									3
Enforcement Support								6	
Site Assessments and Grants Section									1
Site Assessments and Grants Section								3	
	24	5	13	24	0	0	0	1	0
IO									
All									
Lab QA Core								1	
	25	9	9	25	0	7	1	0	0
ALL						2			
All						1			
All						4			
Lab QA Core							1		
	1			1	0	0	0	0	0
	12	3	5	11	0	0	0	0	0
	9	1	4	9	0	0	0	0	0
	4		1	3	0	0	0	0	0
	1			1	0	0	0	0	0
	1	1		1	0	0	1	0	0
All							1		
	22	10	6	22	0	0	0	0	0
	5	1	3	5	0	0	0	0	0
	34	13	8	34	0	0	0	4	3
STPS									1
Groundwater and Drinking Water Br only									1
IT & Support Section								1	
Emergency Response Section 2									1
Employee Services Branch								3	
	3	1	1	3	0	1	0	0	0
WECA Section 2						1			
	11	1		2	0	0	0	0	0
	42	7	5	36	0	0	0	2	1
All								2	1
	1			1	0	0	0	0	0
	3	1		3	0	0	0	0	1

				2	1	1		Would restructure to GS-1301/819 positions
				1	1	1		Would restructure to GS-1301/819 positions
				1	1	1		Would restructure to GS-1301/819 positions
				2	1	1		Would restructure to GS-1301/819 positions
				3	1	1		Restructure to GS-1301/0819
				6	1	1		Restructure to GS-1301/0819
				1	1	1		Restructure to a GS-1301/0819
				3	1	1		Restructure to a GS-1301/0819
2	0	0	0	3	2	2	0	
1				1	1	1		Would restructure to a lower grade.
1				1	1	1		Would restructure to a lower grade.
				1				Included in GS-303-09 Lab offer.
0	0	0	0	8	6	6	0	
				2	2	2		Could combine duties or restructure to secretary series.
				1	1	1		Would restructure to a different series and grade.
				4	2	2		Could restructure to combine the duties of the two Branch APAs and restructure the Records Management Assistant to a legal tech position.
				1	1	1		Offer includes the GS-301-12 in Lab. Would eliminate the GS-09 position and restructure the GS-12 to one GS-11 position.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	1	1	0	1	
				1	1		1	No longer need.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	7	5	4	1	
				1	1	1		Would restructure to GS-1301 position.
				1	1	1		Would restructure to a lower grade.
				1	1	1		Would restructure to GS-306 position
				1	1	1		Restructure to a 1301 position
				3	1		1	Would eliminate one of the positions that focuses on SEEP management.
0	0	0	0	1	1	1	0	
				1	1	1		Would restructure to GS-306 position
0	0	0	0	0	0	0	0	
0	0	0	0	3	2	2	0	
				3	2	2		Would restructure to GS-1301/819 positions
0	0	0	0	0	0	0	0	
0	0	0	0	1	1	1	0	

		WD
	0415-Toxicology	Total
	0471-Agronomy	Total
	0501-Financial Administration and Pro	Total
	0505-Financial Management	Total
	0510-Accounting	Total
		RMD
	0560-Budget Analysis	Total
		RMD
	0599-Financial Management Student T	Total
	0601-General Health Science	Total
		LCD
	0080-Security Administration	Total
	0819-Environmental Engineering	Total
		LCD
		WD
	0890-Agricultural Engineering	Total
	0893-Chemical Engineering	Total
	0899-Engineering and Architecture Stu	Total
	0905-General Attorney	Total
		ORC
		ORC
		ORC
	0950-Paralegal Specialist	Total
		ORC
	0986-Legal Assistance	Total
	0999-Legal Occupations Studetn Train	Total

IT & Support Section									1
	3	2		3	0	0	0	0	0
	1			1	0	0	0	0	0
	4	3	1	4	0	0	0	0	0
	1		1	1	0	0	0	0	0
	15	5	5	15	0	0	0	0	2
CB (Lead Accountants + Cost Recovery non-lead)									2
	7	1	1	7	0	0	0	3	0
CB								3	
	2			2	0	0	0	0	0
	4	2	1	4	0	0	0	0	0
All									
	2		2	2	0	0	0	0	0
	159	23	43	134	0	0	0	0	1
All									
IT & Support Section									1
	1			1	0	0	0	0	0
	1		1	1	0	0	0	0	0
	3				0	0	0	0	0
	94	32	29	89	0	0	0	0	0
IO									
All									
Multimedia Branch I & II (supervisory)									
	3	3		3	0	0	0	3	0
All								3	
	1		1	1	0	0	0	0	0
	3			1	0	0	0	0	0

				1	1	1		Would restructure to GS-1301/0401 position.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	3	1	1	0	
				3	1	1		The one offer will go to Team Lead Accountant GS-0510-13 positions and the one (1) non-Team Lead Accountant GS-0510-13 position who is also eligible. If one of the two (2) Team Lead Accountants accepts the offer, the two Teams in the Section will be restructured under the remaining Team Lead Accountant with some employees reporting directly to the Section Chief. If the position accepting the VERA/VSIP is a non-Team Lead GS-13 Accountant, then in the future, reconciliation work would be performed by a GS-12 Accountant within the Team with the affidavit and testimony functions performed by the Team Leader.
0	0	0	0	3	1	1	0	
				3	1	1		Restructure within the series.
0	0	0	0	0	0	0	0	
1	0	0	0	1	1	1	0	
1				1	1	1		Would restucture to a lower grade.
0	0	0	0	0	0	0	0	
1	0	0	0	2	2	2	0	
1				1	1	1		Would restructure to a lower grade position.
				1	1	1		Would restructure to GS-2210 position.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
45	6	0	0	51	7	5	2	
	2			2	1		1	Could eliminate one Regional Counsel Deputy position, to be in line with the other Offices/Divisions in the Region.
45				45	5	5		Would restructure to include more IT skills and modern electronic management.
	4			4	1		1	Could eliminate Deputy Branch Chief position by eliminating redundancies and reducing fewer direct reports by realligning the Labor Relations Attorneys into an existing section.
0	0	0	0	3	2	2	0	
				3	2	2		Would restructure to legal tech positions or GS-306 positions.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	

	#N/A	Total
CINCINATTI, OHIO		
	1301-General Physical Science	Total
CLEVELAND, OHIO		
	0028-Environmental Protection Specia	Total
DETROIT, MICHIGAN		
	1301-General Physical Science	Total
	0415-Toxicology	Total
ELMHURST, ILLINOIS		
	1301-General Physical Science	Total
FLINT, MICHIGAN		
	1035-Public Affairs	Total
GREEN BAY, WISCONSIN		
	1301-General Physical Science	Total
GROSSE ISLE, MICHIGAN		
	1301-General Physical Science	Total
	1670-Equipment Services	Total
	0303-Miscellaneous Clerk and Assistan	Total
	0401-General Natural Resources Mana	Total
INDIANAPOLIS, INDIANA		
	1301-General Physical Science	Total
	0401-General Natural Resources Mana	Total
MADISON, WISCONSIN		
	0401-General Natural Resources Mana	Total
		WD
MINNEAPOLIS, MINNESOTA		
	1301-General Physical Science	Total
ST PAUL, MINNESOTA		
	1301-General Physical Science	Total
TRAVERSE CITY, MICHIGAN		
	0028-Environmental Protection Specia	Total
	0819-Environmental Engineering	Total
WESTLAKE, OHIO		
	1301-General Physical Science	Total
	1350-Geology	Total
	0301-Miscellaneous Administration an	Total
	0401-General Natural Resources Mana	Total
	0819-Environmental Engineering	Total
	Grand Total	

	2	1	1	2	0	0	0	0	0
	1		**1**	**1**	0	0	0	0	0
	1		1	1	0	0	0	0	0
	1			**1**	0	0	0	0	0
	1			1	0	0	0	0	0
	2		**1**	**2**	0	0	0	0	0
	1		1	1	0	0	0	0	0
	1			1	0	0	0	0	0
	1			**1**	0	0	0	0	0
	1			1	0	0	0	0	0
	1			**1**	0	0	0	0	0
	1			1	0	0	0	0	0
	1			**1**	0	0	0	0	0
	1			1	0	0	0	0	0
	13		**3**	**11**	0	0	0	0	0
	9		1	7	0	0	0	0	0
	1			1	0	0	0	0	0
	1		1	1	0	0	0	0	0
	2		1	2	0	0	0	0	0
	2			**2**	0	0	0	0	0
	1			1	0	0	0	0	0
	1			1	0	0	0	0	0
	1		**1**	**1**	0	0	0	1	0
	1		1	1	0	0	0	1	0
Groundwater and Drinking Water Br								1	
	1	**1**		**1**	0	0	0	0	0
	1	1		1	0	0	0	0	0
	1				0	0	0	0	0
	1				0	0	0	0	0
	2	**1**	**1**	**2**	0	0	0	0	0
	1		1	1	0	0	0	0	0
	1	1		1	0	0	0	0	0
	17	**1**	**5**	**14**	0	0	0	0	0
	6	1	2	4	0	0	0	0	0
	2		1	2	0	0	0	0	0
	1		1	1	0	0	0	0	0
	2			2	0	0	0	0	0
	6		1	5	0	0	0	0	0
	1082	**258**	**309**	**978**					

0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	1	1	1	0	
0	0	0	0	1	1	1	0	
				1	1	1		Would restructure to 1301/0819 position in Chicago instead of Madison, WI.
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
0	0	0	0	0	0	0	0	
				182	79	71	8	

Region 6	Total Non-Term Employees	Regular Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4
ADA,OKLAHOMA	1			1	
0028-Environmental Protection Specialist	1			1	
DALLAS,TEXAS	687	204	158	619	0
0018-Safety and Occupational Health Managemen	1	1		1	
0028-Environmental Protection Specialist	139	49	40	134	
0029-Environmental Protection Assistant	1	1		1	
0080-Security Administration	1				
0201-Human Resources Management	6		1	6	
0260-Equal Employment Opportunity	2	1		2	
0301-Miscellaneous Administration and Program	19	7	3	18	
0306-Government Information Specialist	3	1	2	3	
0308-Records Management	1	1		1	
0318-Secretary	14	6	5	13	
0326-Office Automation Clerical and Assistance	1			1	
0340-Program Management	8	6	1	8	
0341-Administrative Officer	3	2	2	3	
0342-Support Services Administration	7	1	3	6	
0343-Management and Program Analysis	21	7	3	20	
0344-Management and Program Clerical and Ass	1	1		1	
0391-Telecommunications	2		1	2	
0401-General Natural Resources Management an	49	4	4	23	
0415-Toxicology	3	1	1	3	
0501-Financial Administration and Program	8	3	1	8	
0505-Financial Management	1				
0510-Accounting	3	1	1	3	
0560-Budget Analysis	1		1	1	
0819-Environmental Engineering	132	43	39	127	
0905- Nonsupervisory General Attorney	63	13	10	55	
0950-Paralegal Specialist	5	2	3	5	
0986-Legal Assistance	1		1	1	
1001-General Arts and Information	1	1		1	
1035-Public Affairs	11	3	4	9	
1102-Contracting	7	1	2	5	
1109-Grants Management	10		5	9	
1160-Financial Analysis	1			1	

# of Targeted Positions by Grade												
5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted	Max # of Offers	# to Restructure	# to Eliminate	Comments
6	4	26	70	60	30			196	132	132	0	
	2	8	25	11	3			49	45	45		
1								1	1	1		
			1					1	1	1		
			4	1	1			6	5	5		
	1							1	1	1		
4								4	4	4		
		1						1	1	1		
		1						1	1	1		
		2	2	1				5	5	5		
		1	3					4	4	4		
				1				1	1	1		
		4						4	2	2		
		1	19	8	6			34	29	29		
				30	17			47	4	4		
		5						5	2	2		
1								1	1	1		
			1					1	1	1		
		1	1					2	1	1		

1301-General Physical Science	148	44	22	136	
1306-Health Physics	1	1		1	
1350-Geology	3	1	1	3	
2210-Information Technology Management	9	2	2	8	
EL PASO,TEXAS	6	2	2	6	
1301-General Physical Science	1			1	
0028-Environmental Protection Specialist	1	1		1	
0318-Secretary	1	1		1	
0819-Environmental Engineering	3		2	3	
HOUSTON,TEXAS	41	19	6	40	
0028-Environmental Protection Specialist	1			1	
0343-Management and Program Analysis	1	1		1	
0344-Management and Program Clerical and Ass	1	1		1	
0401-General Natural Resources Management a	3	1	1	3	
0819-Environmental Engineering	4	1		4	
0905- Nonsupervisory General Attorney	1	1		1	
1035-Public Affairs	1	1		1	
1301-General Physical Science	8	3	4	8	
1320-Chemistry	19	10	1	19	
1399-Physical Science Student Trainee	2			1	
NEW ORLEANS,LOUISIANA	1			1	
1301-General Physical Science	1			1	
PAWHUSKA,OKLAHOMA	2	2		2	
0819-Environmental Engineering	2	2		2	
Grand Total	738	227	166	669	

	1	2	14	5	3			25	21	21		
				3				3	2	2		
			1	2				3	3	3		
				1				1	1	1		
			1	1				2	2	2		
1		2	11	4				18	12	12	0	
		1						1	1	1		
1								1	1	1		
		1						1	1	1		
			1					1	1	1		
				1				1	1	1		
			2					2	2	2		
			8	3				11	5	5		
7	4	28	82	66	30			217	147	147	0	

Cell: D8
Comment: Tony:
Our report shows 1 less in this category.

Cell: D19
Comment: Tony:
Our report shows 1 more in this category.

Cell: D26
Comment: Tony:
Our report shows 1 less in this category.

Cell: D36
Comment: Tony:
Our report shows 1 more in this category.

Region 7

COLUMBUS,KANSAS

401-General Natural Resources Management and Biological Sciences

DES MOINES,IOWA

819-Environmental Engineering

FENTON,MISSOURI

1301-General Physical Science

28-Environmental Protection Specialist

KANSAS CITY,KANSAS

1301-General Physical Science

1320-Chemistry

2210-Information Technology Management

28-Environmental Protection Specialist

318-Secretary

343-Management and Program Analysis

401-General Natural Resources Management and Biological Sciences

690-Industrial Hygiene

819-Environmental Engineering

KANSAS CITY,MISSOURI

1301-General Physical Science

343-Management and Program Analysis

819-Environmental Engineering

LENEXA,KANSAS

1035-Public Affairs

1084-Visual Information

1101-General Business and Industry

1102-Contracting

1109-Grants Management

1160-Financial Analysis

1301-General Physical Science

1340-Meteorology

1350-Geology

1410-Librarian

2001-General Supply

2005-Supply Clerical and Technician

201-Human Resources Management

20-Community Planning

				# of Targeted Positions by Grade									
Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions
1	**0**	**0**	**1**										0
1			1					0					0
1	**1**	**0**	**1**										0
1	1		1					1					1
3	**0**	**0**	**3**										0
2			2					0					0
1			1			0							0
52	**12**	**9**	**46**										0
14	3	3	12					5		1			6
17	4	2	16				1	2	1	2			6
1		1	1										0
4	1	1	4				2						2
1													0
1	1		1					1					1
7	1		6					1					1
1	1		1					1					1
6	1	2	5					3					3
6	**1**	**0**	**6**										0
4			4										0
1	1		1					1					1
1			1										0
435	**61**	**101**	**383**										0
11	2	2	10					2		1			3
2		1	2				1						1
2	1		2					1					1
10	1	1	10										0
6	3		6										0
1		1	1					1					1
102	10	21	89					21	4	6			31
1													0
3			2										0
1	1		1			1							1
1			1										0
1	1		1		1								1
4		3	4					2		1			3
2			1										0

Max # of Offers	# to Restructure	# to Eliminate	Comments
			3 RPM positions within 1301 occupational series will be considered safe positions. Maximum of 2 RPM/OSC position offers will be approved in total in 1301 and 819.

2210-Information Technology Management
260-Equal Employment Opportunity
28-Environmental Protection Specialist
301-Miscellaneous Administration and Program
306-Government Information Specialist
308-Records Management
318-Secretary
326-Office Automation Clerical and Assistance
340-Program Management
340-Program Management
342-Support Services Administration
343-Management and Program Analysis
401-General Natural Resources Management and Biological Sciences
408-Ecology
415-Toxicology
501-Financial Administration and Program
503-Financial Clerical and Assistance
505-Financial Management
510-Accounting
511-Auditing
560-Budget Analysis
690-Industrial Hygiene
801-General Engineering
808-Architecture
80-Security Administration
819-Environmental Engineering
840-Nuclear Engineering
905-General Attorney
905-General Attorney
950-Paralegal Specialist
NORWOOD,OHIO
560-Budget Analysis
SHALIMAR,FLORIDA
510-Accounting
WEBB CITY,MISSOURI
1301-General Physical Science
Grand Total

* 45 is the maximum amount of offers throughout Region 7

** All positions would be a part of restructuring/reorganizing based on the Division/Occupational Series where the offers

SAFE POSITIONS -- Six positions are identified as safe positions. See comments in occupational series 1301 and 819 abov

9	2		6										0
1			1										0
43	5	13	39				7	7	2	2			18
6	2		6			1				0			1
3	2		3			2							2
2		1	2					1					1
15	1	2	15			3							3
1			1										0
7	1	3	7						1	3			4
5	1	4	5										
2		2	2				1		1				2
29	3	4	27				3	4					7
33	2	1	23					1	1	1			3
3		1	3					1					1
1			1										0
3			2										0
2		1	2		1								1
1		1	1							1			1
4		1	4										0
1		1	1										0
1			1										0
1			1										0
1		1	1										0
1	1		1					1					1
1			1										0
63	14	25	53				1	28	6	4			39
2			2										0
41	8	9	36						10	7			17
1		1	1										
5		1	5				1						1
1	**0**	**1**	**1**										0
1		1	1						1				1
1	**0**	**0**	**1**										0
1			1										0
1	**0**	**1**	**1**										0
1		1	1					1					1
501	**75**	**112**	**443**	0	2	7	17	86	27	29	0	0	168

; are accepted.

e. Maximum of 2 RPM/OSC position offers will be approved in total in 1301 and 819.

			1 OSC and 2 RPM (total of 3) positions within 819 occupational series will be considered safe positions. Maximum of 2 RPM/OSC position offers will be approved in total in 1301 and 819.
* 45	** 45	0	

Region 8	Total Non-Term Employees	Retirement Eligible
BUTTE,MONTANA	**1**	**1**
1301-General Physical Science	1	1
DENVER,COLORADO	**486**	**92**
1035-Public Affairs	11	1
1101-General Business and Industry	1	
1102-Contracting	6	
1109-Grants Management	7	1
1160-Financial Analysis	2	
1301-General Physical Science	102	21
1320-Chemistry	2	1
1350-Geology	1	
1530-Statistics	1	
1640-Facility Operations Services	1	
2005-Supply Clerical and Technician	1	
201-Human Resources Management	3	
2210-Information Technology Management	11	2
260-Equal Employment Opportunity	1	
28-Environmental Protection Specialist	117	20
29-Environmental Protection Assistant	1	1
301-Miscellaneous Administration and Program	16	3
306-Government Information Specialist	3	1
308-Records Management	1	
318-Secretary	2	
326-Office Automation Clerical and Assistance	1	1
340-Program Management	4	
343-Management and Program Analysis	19	3
401-General Natural Resources Management and Biological Sciences	9	
403-Microbiology	1	
415-Toxicology	9	3
501-Financial Administration and Program	7	2
503-Financial Clerical and Assistance	2	
510-Accounting	6	1
601-General Health Science	1	
690-Industrial Hygiene	1	
80-Security Administration	2	
819-Environmental Engineering	86	17

		# of Targeted Positions by Grade												
VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers* See Below	# to Restructure	# to Eliminate
	1													
	1													
110	**451**													
1	11													
	1													
3	5													
1	7													
1	2													
19	94						3				3			
	2													
	1													
1	1													
	1													
	1													
1	3													
3	11													
	1													
32	115						14	17			31	4	4	
	1		1								1	1	1	
4	14						2	1			3	1		
1	3													
	1													
	1													
	1													
3	4													
8	19													
1	6													
	1													
	8													
3	7													
1	2													
1	5													
	1													
	1													
1	2													
21	79						5				5	1	1	

Comments
*Supervisory EPS series 0028, total accepted offers: 4 *GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2
*GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2
*EPA, series 0029, total accepted offers: 1
*GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2
*GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2

905-General Attorney	43	12
950-Paralegal Specialist	2	1
986-Legal Assistance	1	
#N/A	2	1
GOLDEN,COLORADO	**14**	**3**
1301-General Physical Science	2	1
1320-Chemistry	7	2
2210-Information Technology Management	1	
301-Miscellaneous Administration and Program	1	
401-General Natural Resources Management and Biological Sciences	3	
HELENA,MONTANA	**25**	**2**
1035-Public Affairs	1	
1301-General Physical Science	7	
1315-Hydrology	1	
2210-Information Technology Management	1	
28-Environmental Protection Specialist	5	
301-Miscellaneous Administration and Program	1	
341-Administrative Officer	2	1
401-General Natural Resources Management and Biological Sciences	1	
501-Financial Administration and Program	1	
819-Environmental Engineering	4	
905-General Attorney	1	1
LIBBY,MONTANA	**1**	
819-Environmental Engineering	1	
PIERRE,SOUTH DAKOTA	**1**	
819-Environmental Engineering	1	
Grand Total	**528**	**98**

*Max Number of Offers - Notes:
GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2
GS-15 non-supervisory attorneys, series 0905, total accepted offers: 2
Supervisory EPS series 0028, total accepted offers: 4
Administrative Officer, series 0341, total accepted offers: 1
EPA, series 0029, total accepted offers: 1
Grand total, max accepted offers: 8

3	35													
	2													
1	2													
4	**13**													
1	2						1				1			
1	6													
	1													
	1													
2	3													
12	**24**													
	1													
4	7													
	1													
1	1													
4	5						1				1			
1	1							1			1		1	
	2				2						2	1		1
	1													
1	1													
1	3													
	1													
1	**1**													
1	1													
	1													
	1													
127	**491**										48	8	7	1

*GS-14 and 15 non-supervisory, series 0028, 0819, 0301, and 1301, total accepted offers: 2
*Administrative Officer, series 0341, total accepted offers: 1

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Region 9	Total Non-Term Employees	Retire Eligible	VERA Eligible (Excludes RE)	VSIP
CARSON CITY,NEVADA	**3**	**1**	**2**	**3**
1301-General Physical Science	2	1	1	2
819-Environmental Engineering	1		1	1
HONOLULU,HAWAII	**7**	**1**	**3**	**7**
1035-Public Affairs	1		1	1
1301-General Physical Science	3	1	1	3
28-Environmental Protection Specialist	2		1	2
401-General Natural Resources Management and Biological Sciences	1			1
LONG BEACH,CALIFORNIA	**2**			**2**
1301-General Physical Science	1			1
819-Environmental Engineering	1			1
LOS ANGELES,CALIFORNIA	**19**	**2**	**3**	**19**
1035-Public Affairs	1			1
1301-General Physical Science	1			1
1810-General Investigating	1			1
2210-Information Technology Management	1		1	1
28-Environmental Protection Specialist	8	1	1	8
318-Secretary	1			1
343-Management and Program Analysis	1		1	1
401-General Natural Resources Management and Biological Sciences	2			2
819-Environmental Engineering	3	1		3
PACIFICA,CALIFORNIA	**1**			**1**
343-Management and Program Analysis	1			1
RICHMOND,CALIFORNIA	**11**	**5**	**2**	**11**
1301-General Physical Science	3	1	1	3
1320-Chemistry	4	2		4
2210-Information Technology Management	1	1		1
401-General Natural Resources Management and Biological Sciences	3	1	1	3
SACRAMENTO,CALIFORNIA	**3**		**1**	**3**
1301-General Physical Science	2		1	2
401-General Natural Resources Management and Biological Sciences	1			1
SAN DIEGO,CALIFORNIA	**8**		**4**	**7**
28-Environmental Protection Specialist	6		2	5
819-Environmental Engineering	2		2	2
SAN FRANCISCO,CALIFORNIA	**677**	**134**	**193**	**619**
1035-Public Affairs	3			3
1035-Supervisory Public Affairs Specialist	2		1	2
1071-Audiovisual Production	1			1
1082-Writing and Editing	2	1	1	2
1101-General Business and Industry	7	1	5	7
1102-Contracting	12	3	1	12

# of Targeted Positions by Grade												
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
					1				2	1	1	

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Comments
Adjusted count to remove targeted OPA positions
ORA, Office of Public Affairs (supervisory positions only)

1109-Grants Management	13	1	8	12
1301-General Physical Science	70	11	12	55
1301-Environmental Scientist (ENF)	9	2	4	9
1301-Environmental Scientist (EMD)	1		1	1
1320-Chemistry	1		1	1
1370-Cartography	2		1	2
1410-Librarian	1	1		1
150-Geography	1		1	1
1810-General Investigating	1		1	1
18-Safety and Occupational Health Management	1		1	1
201-Human Resources Management	4	3	1	4
2210-Information Technology Management	19	5	11	18
2210-Supv Information Technology Specialist	2	2		2
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	170	33	55	161
28-Environmental Protection Specialist (ENF)	31	4	4	31
29-Environmental Protection Assistant (WTR)	3	1	2	3
301-Miscellaneous Administration and Program	5	1	3	5
301-Administrative Specialist (ORA)	1			1
303-Miscellaneous Clerk and Assistant	8	3	2	8
306-Government Information Specialist	1			1
308-Records Management	1		1	1
318-Secretary	6	3	1	6
340-Program Management	7	4	2	7
341-Administrative Officer	6	3	2	6
342-Support Services Administration	1		1	1
343-Management and Program Analysis	11	3	3	11
391-Telecommunications	3	1	1	3
401-General Natural Resources Management and Biological Sciences	33	3	3	24
415-Toxicology	3	1	2	3
501-Financial Administration and Program	2	1	1	2
505-Financial Management	1		1	1
510-Accounting	3	1	1	3
560-Budget Analysis	14	4	2	14
561-Budget Clerical and Assistance	1			1
690-Industrial Hygiene	1	1		1
80-Security Administration	2		1	2
819-Environmental Engineering	76	9	16	63
819-Environmental Engineering (ENF)	10	3	2	10
893-Chemical Engineering	1			
905-General Attorney	16	2	3	9
905-Attorney-Adviser (Excludes Supv Attorney)	52	13	12	52
401-819-1301 On-Scene Coordinator	8	4	4	8
401-819-1301 Remedial Project Manager	48	6	15	48
#N/A	1			
SHIPROCK,NEW MEXICO	**1**			**1**

				2					9	2	2	
				1					1	1	1	
					1				2	1	1	
			1	4	1	1			31	7	7	
	3								3	3	3	
		1							1	1	1	
				2					10	2	2	
					1	1			52	2	2	
				1	1				8	2	2	
				1					48	1	1	

Adjusted Count for SFD OSC 14, OSC 13 & RPM; ENF & EMD
Enforcement Divisoin
EMD, Infrastructure Branch
Adjusted count to remove EMD position
EMD, Infrastructure Services Branch
Adjusted to remove Enforcement Division (ENF) positions
ENF Division. One GS-12 and four GS-13. One non-supervisory GS-14 and one non-supervisory GS-15.
Water Division. One GS-7 and two GS-8 positions.
Adjusted count to remove ORA position
Office of the Regional Administrator, Immediate Office
Adjusted count to remove Air position
Adjusted count for SFD RPM & OSC positions
Adjusted for ENF & SFD RPM & OSC
Enforcement Division
Adjusted to remove non-supervisory Attorney positions
Ofc of Regional Counsel (Excludes Supervisors)
Superfund Division, Emergency Response Section
Superfund Division

401-General Natural Resources Management and Biological Sciences	1			1
STATELINE,NEVADA	**1**	**1**		**1**
819-Environmental Engineering	1	1		1
TUCSON,ARIZONA	**2**	**1**		**2**
28-Environmental Protection Specialist	2	1		2
YREKA,CALIFORNIA	**1**			**1**
28-Environmental Protection Specialist	1			1
Grand Total	**736**	**145**	**208**	**677**

	3	1	1	11	5	2			167	23	23	

Region 10	Series	Div/Off	Branch/ Section	Unit	Total Non-Term Employees	Retire Eligible	VERA Eligible (does not include RE)	VSIP	# of 1-4	5-8	9-11	12
ANCHORAGE,ALASKA					27	3	3	27				
	1301-General Physical Science	Subtotal			5			5	0	0	0	0
	28-Environmental	Subtotal			14	2	1	14				
	340-Program Management	Subtotal			1		1	1				
	343-Management	Subtotal			1	1		1				
	401-General Natural	Subtotal			4		1	4				
	819-Environmental	Subtotal			1			1				
	89-Emergency Management	Subtotal			1			1				
BOISE,IDAHO					20	6	3	19				
	1301-General Physical Science	Subtotal			10	4	1	10				
	28-Environmental	Subtotal			6	1	1	6				
	340-Program Management	Subtotal			1	1		1				
	343-Management	Subtotal			1			1				
	401-General Natural	Subtotal			1							
	819-Environmental	Subtotal			1		1	1				
OEUR D ALENE,IDAH					1		1	1				
	28-Environmental	Subtotal			1		1	1				
EUGENE,OREGON					1	1		1				
	28-Environmental	Subtotal			1	1		1				
JUNEAU,ALASKA					2		1	2				
	1301-General Physical Science	Subtotal			1		1	1				
	28-Environmental	Subtotal			1			1				
					1			1				

Targeted Positions by Grade									
13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
0	0	0	0	0	**0**	**0**	**0**	**0**	

KING,WASHINGTON	306-Government Information Specialist	Subtotal			1			1				
LACEY,WASHINGTON					9	1	4	7				
	1035-Public Affairs	Subtotal			1			1				
	28-Environmental Protection Specialist	Subtotal			6	1	2	4				
	343-Management and Program Analysis	Subtotal			1		1	1				
	401-General Natural Resources Management and	Subtotal			1		1	1				
CHESTER,WASHING					1			1				
	403-Microbiology	Subtotal			1			1				
ORCHARD,WASHIN					19	1	3	18				
	1301-General Physical Science	Subtotal			1			1				
	1311-Physical Science Technician	Subtotal			1			1				
	1320-Chemistry	Subtotal			10	1	1	10				
	1640-Facility Operations Services	Subtotal			1							
	28-Environmental Protection Specialist	Subtotal			3		2	3				
	318-Secretary	Subtotal			1			1				
	343-Management and Program Analysis	Subtotal			1			1				
	401-General Natural Resources Management and	Subtotal			1			1				
PORTLAND,OR					22	6	4	22				
	1035-Public Affairs	Subtotal			1	1		1				
	1301-General Physical Science	Subtotal			4	1		4				
	201-Human Resources Management	Subtotal			1			1				
	28-Environmental Protection Specialist	Subtotal			6	3	1	6				
		OWW										
	318-Secretary	Subtotal			1			1				
	340-Program Management	Subtotal			2		2	2				
	343-Management and P	Subtotal			1			1				

	1				1	0.5	0.5		Restructure to GS 14 engineer or scientist. Max of one offer in either Seattle or Portland.

	and Program Analysis											
	401-General Natural Resources Management and	Subtotal			2		1	2				
	408-Ecology	Subtotal			1			1				
	819-Environmental Engineering	Subtotal			2	1		2				
	905-General Attorney	Subtotal			1			1				
RICHLAND,WA					7		3	7				
	1301-General Physical Science	Subtotal			4		2	4				
		ECL		HPO								
	819-Environmental Engineering	Subtotal			3		1	3				
LE HEIGHTS,WASHIN					1			1				
	819-Environmental Engineering	Subtotal			1			1				
					435	90	102	394				
	1035-Public Affairs	Subtotal			8	2	1	8				
	1109-Grants Management	Subtotal			20	5	5	13				
	1301-General Physical Science	Subtotal			67	12	13	58				
	1306-Health Physics	Subtotal			1			1				
	1315-Hydrology	Subtotal			1	1		1				
	1320-Chemistry	Subtotal			4		1	3				
	1340-Meteorology	Subtotal			1			1				
	201-Human Resources Management	Subtotal			2		1	2				
	2210-Information Technology Management	Subtotal			9	2	2	9				
	260-Equal Employment Opportunity	Subtotal			1	1		1				
	28-Environmental Protection Specialist	Subtotal			146	27	38	134				
		ECL		ABU								
		ECL	EMP	SPAR								
		OCE										

		1			1	1	1		Restructure to lower GS-14.
2					2	2	2		Restructure position to be more technical.
1					1	1	1		Restructure into GS 13 scientific, technical or engineering series.
4					4	2	2		Restructure one EPS 13 to EPS 13 UST nonsupervisory team lead. Restructure one to a GS 12 scientist or engineer.

SEATTLE,WA		OCE										7
		OERA									1	
		OWW										
		OWW										
		OWW										3
		RAD		PACE								3
	29-Environmental Protection Assistant	Subtotal			1	1		1				
		ECL								1		
	301-Miscellaneous Administration and	Subtotal			19	5	1	18				
	303-Miscellaneous Clerk and	Subtotal			2	1		2				
	306-Government Information Specialist	Subtotal			4		2	4				
	308-Records Management	Subtotal			2		2	2				
	318-Secretary	Subtotal			7	4	1	7				
	340-Program Management	Subtotal			6	2	3	6				
	342-Support Services Administration	Subtotal			1							
	343-Management and Program Analysis	Subtotal			11	3	2	11				
	401-General Natural Resources Management and	Subtotal			17	4	3	16				
	408-Ecology	Subtotal			5	1	4	5				
		OERA										
	415-Toxicology	Subtotal			6	2		6				
		OERA										
	482-Fish Biology	Subtotal			1			1				
	501-Financial Administration and Program	Subtotal			2	1		2				
	503-Financial Clerical and Assistance	Subtotal			1	1		1				
		OMP									1	
	510-Accounting	Subtotal			3			3				
	560-Budget Analysis	Subtotal			7	3		6				
	690-Industrial Hygiene	Subtotal			1			1				

					7	2	2		Restructure into GS 12 scientific, technical or engineering series.
					1	1	1		Restructure to focus on information management, FOIA, etc.
	2				2	0.5	0.5		Restructure to GS 14 engineer or scientist. Max of one offer in either Seattle or Portland.
9					9	1	1		Restructure into GS 13 scientific, technical or engineering series.
					3	1	1		Restructure into GS 12 scientific, technical or engineering series.
2					5	3	3		Restructure for efficiencies from combining functions.
					1	1		1	Eliminate position due to changing nature of work.
4					4	1	1		Restructure to GS-12 ecologist
2					2	1	1		Restructure to a different scientific discipline.
					1	1		1	Have eliminated need for current job functions.

	80-Security Administration	Subtotal			2			2				
	819-Environmental Engineering	Subtotal			38	6	14	35				
	89-Emergency Management Specialist	Subtotal			2			2				
	905-General Attorney	Subtotal			35	6	8	30				
	950-Paralegal Specialist	Subtotal			1			1				
	#N/A	Subtotal			1		1	1				
	Grand Total				**546**	**108**	**124**	**501**	0	1	2	13

24	3	1	0	0	44	19	17	2	

Office of Environmental Information
FY 2017 VERA/VSIP Budget Information

Table A – Direct Costs for VERA/VSIP	
30 of Targeted Positions for VSIP x $25,000	$ 750,000
Annual Leave Pay Out for 30 of Targeted Positions for VERA, Optional Retirement or Resignation {$60.83 x 240 x 30}	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Note: Hourly rate based on the average grade and step (14/5) of the targeted pool per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB_h.pdf"]

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 56,623,657	$ 56,623,657
B. VERA/ VSIP Payout Cost	$ 0	$ 0
C. Leave Payout Cost	$ 0	$ 0
D. Post VERA/VSIP Annual Payroll Cost	$ 52,814,917	$ 52,814,917
E. Payroll for 30 New Hires	$ 1,093,134	$ 2,186,267
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$ 2,715,606	$ 1,622,473
G. Pre-VERA/VSIP Annual WCF Cost	$ 2,886,315	$ 2,886,315
H. Post VERA/VSIP Annual WCF Cost	$ 2,612,235	$ 2,612,235
I. WCF for 30 New Hires	$ 137,034	$ 274,080
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 137,046	$ 0
Projected Savings with VERA/VSIP (F + J)	$ 2,852,652	$ 1,622,473

A. Estimate based on FY 2017 straight-line payroll projection for the year as of July 3, 2017. Does not factor in a cost of living increase, attrition, or unprocessed cash awards.

D. Post V/V annual payroll cost based on savings of EPA HQ GS-14/5 base yearly salary for 30 positions ($126,958 X 30 = $3,808,740), per OPM's locality pay salary table for Washington, DC: [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/DCB.pdf"]. This calculation does not include an estimate of savings on benefits.

E. FY18 calculations include the base salary (not benefits) of 30 new hires across EPA HQ and EPA RTP onboard for ½ year:

- 3 GS-9 Step 1 in HQ at $27,486 per person; 3 GS-9 Step 1 in RTP at $25,739 per person
- 4 GS 11 Step 1 in HQ at $33,255 per person; 4 GS 11 Step 1 in RTP at $31,141 per person
- 4 GS 12 Step 1 in HQ at $39,860; 4 GS 12 Step 1 in RTP at $37,326
- 4 GS 13 Step 1 in HQ at $47,398; 4 GS 13 Step 1 in RTP at $44,385
- Estimated total salary for new hires at ½ year for HQ = $564,510 and RTP = $528,624.

FY19 calculations include the base salary of 30 new hires from FY 2018 across EPA HQ and EPA RTP onboard for 1 year:

- 3 GS-9 Step 1 in HQ at $54,972 per person; 3 GS-9 Step 1 in RTP at $51,477 per person
- 4 GS 11 Step 1 in HQ at $66,510 per person; 4 GS 11 Step 1 in RTP at $62,282 per person
- 4 GS 12 Step 1 in HQ at $79,720; 4 GS 12 Step 1 in RTP at $74,652
- 4 GS 13 Step 1 in HQ at $94,796; 4 GS 13 Step 1 in RTP at $88,770
- Estimated total salary for new hires at one year for HQ = $1,129,020 and RTP = $1,057,247.

H. Average annual WCF cost per person is $9,136, for a 12-month period ($761.30 monthly cost), based on May 2017 usage.
I. Assumes 30 new hires will be on board for ½ of the year in FY 2018 ($761.30 x 6 months x 30 hires) and a full year in FY 2019 ($9,136.00 x 30 hires).

Office of Water VERA and VSIP Justification

The Office of Water (OW – Washington, DC and Cincinnati, OH) will use the VERA and VSIP authorities to:

- Reduce and rebalance our current grade structure by reducing GS-13s and GS-14s, non-supervisory GS-15s, and supervisory and non-supervisory SLs to adjust skill and grade levels.

- Restructuring our programmatic and administrative positions to refresh skill sets to address modern and ever-changing technologies, enhance collaboration and coordination, and deal with increasingly complex technical and scientific challenges.

- Reshape current workforce to correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities in current and potentially different series to create a higher-performing organization.

- Assess on an ongoing basis our position management structure and make future changes based on staff attrition and changing technology.

Identification of specific positions and functions to be reduced or eliminated (identified by organizational unit, geographic location, occupational category, grade level and any other factors related to the position).

See Attachment 1 -Targeted Positions and Maximum Number of VSIPs to be Offered to Targeted Positions by OW office and series.

Description of how the program/region will operate without the eliminated/restructured positions.

The office will reassign the most complex work (i.e., GS-13 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. This will allow us to recruit at the entry-level for positions working on program and technical issues that require the integration of multimedia approaches and new technology skills to more efficiently and effectively implement program objectives. Other positions, to the extent feasible and practical, will be restructured through the transfer and retraining of staff with outdated skill sets or staff that are currently focused on work activities that will not be emphasized in the future.

Explanation of how VSIP will be used in conjunction with VERA.

OW will use the VERA authority to increase the number of positions in the targeted job series who would be eligible to accept a VSIP offer, if they were allowed to retire early. Currently, there are 87 targeted positions that are eligible for voluntary (optional) retirement and eligible to accept a VSIP offer without VERA approval. The number of VERA employees eligible for a VSIP is 69 so by adding VERA, the number of targeted positions who are eligible to accept a

VSIP offer increases to 156 and improves the probability of reaching the OW goal to realign resources. Additionally, by adding employees who are eligible for VSIP only (246) and not eligible for voluntary or early retirement, it increases our number of positions in targeted job series to 402. OW will make VERA and VSIP offers simultaneously to all employees in targeted positions during the same offer period. A total of 30 VSIP offers will be approved and the combined use of VERA authority along with the VSIP offers will increase the odds of OW reaching the goals of restructuring and reshaping the workforce.

Description of the categories of employees who will be offered VSIP (identified by organizational unit, geographic location, occupational category, grade level and any other factors such as skills and knowledge, or retirement eligibility).

See Attachment 1 -Targeted Positions and Maximum Number of VSIPs to be Offered to Targeted Positions by OW office and series.

Number and maximum amounts of voluntary separation incentive payments to be offered (i.e., approved).

OW will approve up to 30 VSIPs, each up to the maximum of $25,000 or the amount of severance pay to which an employee is entitled (whichever is less).

Proposed organizational chart displaying the expected changes in the agency's organizational structure after the agency has completed the incentive payments.

See Attachment 2

VERA-Specific Information

Number of non-temporary employees in OW undergoing change	402
Number of non-temporary employees in OW who may be involuntarily separated, downgraded, transferred, or reassigned as a result of the situation	5
Number of employees in OW who are eligible for early retirement (excluding employees eligible for optional retirement)	69
The estimate of the total number of employees in OW who are expected to take early retirement is:	5

The actions listed below provide a description of the types of personnel actions anticipated as a result of OW's need for voluntary early retirement authority:

- Directed Reassignments
- Details
- Voluntary Separations
- Abolish and/or Reclassify Positions
- Voluntary Retirements
- Internal and External Recruitments

Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) should be captured in footnotes or otherwise explained in the business case.

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
(1) Annual Leave Pay Out for 2 SL targeted positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$39,940
(2) Annual Leave Pay Out for 10 GS-15 step 7 targeted positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x 240 x # of Targeted Positions}	$181,850
(3) Annual Leave Pay Out for 9 GS-14 step 6 targeted positions for VERA, Optional Retirement or Resignation	$135,261
(4) Annual Leave Pay Out for 9 GS-13 step 6 targeted positions for VERA, Optional Retirement or Resignation	$114,462
Total Maximum Direct Costs	$1,221,513

1) Hourly salary of an SL employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs.

   $83.21 x 240 = $19,970 x 2 = $39,940

2) Hourly salary of a GS15, Step 7 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs.

   $75.77 x 240 = $18,185 x 10 = $181,850

3) Hourly salary of a GS14, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs.

   $62.62 x 240 = $15,029 x 9 = $135,261

4) Hourly salary of a GS13, Step 6 employee in Washington, D.C. times 240-hour annual leave balance times the targeted number of VERA/VSIPs.

   $52.99 x 240 = $12,718 x 9 = $114,462

5) $750,000 + $39,940 + $181,850 + $135,261 + $114,462 = $1,221,513

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$97,868,232	$97,916,549
B. VERA/ VSIP Payout Cost	0	0
C. Leave Payout Cost	0	0
D. Post VERA/VSIP Annual Payroll Cost	$92,330,736	$92,326,686
E. Payroll for # New Hires	$951,710	$1,525,163
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,585,786	$4,064,700
G. Pre-VERA/VSIP Annual WCF Cost	$4,221,000	$4,221,000
H. Post VERA/VSIP Annual WCF Cost	$4,011,000	$4,011,000
I. WCF for # New Hires	$78,750	$105,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$131,250	$105,000
Projected Savings with VERA/VSIP (F + J)	$4,717,036	$4,169,700

A (FY18). Pre-VERA/VSIP Payroll costs are calculated based on OW's workforce salary as of May 1, 2017 plus step increases for one-third of the V-V departures, with an additional 35% increase added to account for benefits. See attachment 4 for further details.

($72,459,197 + $35,790) + 35% = $97,868,232

A (FY19). Pre-VERA/VSIP payroll costs are calculated based on OW's 2018 payroll estimate, plus step increases for one-third of the V-V departures. See attachment 4 for further details.

($72,494,987 + $35,790) + 35% = $97,916,549

B and C. Employees will be required to separate by the end of Fiscal Year 2017 so there are no anticipated VERA/VSIP costs or payroll associated with FY18 or FY19.

D. Salary calculations are based on the annual salary of the employee in Washington, D.C. An additional 35% increase is added to account for benefits. This total is multiplied by the number of VERA/VSIPs offered. See attachment 4 for further details.

SL $173,080 x 2 = $346,160
GS 15/7 $158,123 x 10 = $1,581,230
GS 14/6 $130,692 x 9 = $1,176,228
GS 13/6 $110,595 x 9 = $995,355
Total FY18 payroll costs for targeted VERA/VSIP positions = $4,098,973 + $32,013 in step increases = $4,130,986 + 35% = $5,576,831
Total FY19 payroll costs for targeted VERA/VSIP positions = $4,130,986 + $ 32,013 in step increases = $4,162,999 = 35% = $5,620,049

D (FY18). Pre-VERA/VSIP payroll costs minus total payroll costs for targeted VERA/VSIP positions. See attachment 4 for further details.

$72,491,210 - $4,130.986 = $68,360,224 + 35% = $92,286,302

D (FY19). Pre-VERA/VSIP 2018 payroll costs minus total payroll costs for targeted VERA/VSIP positions.

$72,523,223 – $4,162,999 = $68,360,224 + 35% = 92,286,302

E (FY18) Nine-month period assumes an entry-on-duty date January 1, 2018. Salary calculations are based on three quarters of the annual salary for the described grades as of January 2017 for an employee in Washington, D.C. An additional 35% increase is added to account for benefits. The total is multiplied by the number of recruitments in each grade. See Attachment for 4 for further details.

GS 9/1 $54,972 x 5 = $274,860 x .75 = $206,145
GS 11/1 $66,510 x10 = $665,100 x .75 = $498,825
Total $206,145 + $498,825 = $704,970 + 35% = $951,710

E (FY19) Assumes new hires will be onboard for the entire fiscal year. Salary calculations are based on the annual salary for the described grades as of January 2017 for an employee in Washington, D.C., plus grade increases for the FY18 new hires. An additional 35% increase is added to account for benefits. The total is multiplied by the number of recruitments in each grade. See Attachment 4 for further details.

GS 9/1 $274,860 + $57,690 = $332,550
GS 11/1 $665,100 + $132,100 = $797,200
Total $332,550 + $797,200 = $1,129,750 + 35% = $1,525,163

F (FY18) Payroll Savings for # VERA/VSIP Targeted Positions

$97,863,134 – $0 – $0 - $92,286,302 - $951,710 = $4,625,122

F (FY19) Payroll Savings for # VERA/VSIP Targeted Positions

$97,906,351 – 0 – 0 - $92,286,302 - $1,525,163 = $4,094,886

G. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access.

$7,000 x 603 on-boards = $4,221,000

H. Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access, times the targeted number of VERA/VSIP positions. Total Working capital fund costs – VERA/VSIP savings.

$7,000 x 30 = $210,000
$4,221,000- $210,000 = $4,011,000

I (FY18). Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access. Cost for 9 months is $5,250.

$5,250 x 15 = $78,750

I (FY19). Working capital fund costs are based on $7,000 per person per year for computer, telephone and internet access, times the targeted new hires.

$7,000 x 15 = $105,000

J (FY18) WCF Savings for # VERA/VSIP Targeted Positions

$4,221,000 - $4,011,000 - $78,750 = $131,250

J (FY19) WCF Savings for # VERA/VSIP Targeted Positions

$4,221,000 - $4,011,000 - $105,000 = $105,000

FY18 Projected Savings with VERA/VSIP

$4,585,786 + $131,250 = $4,717,036

FY19 Projected Savings with VERA/VSIP

$4,064,700 + $105,000 = $4,169,700

	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
OARM	702	121	164	643
OAR	1155	184	271	1002
OCFO	315	51	83	283
OECA	730	176	164	686
OIG	276	44	58	251
OITA	74	12	19	70
AO	730	76	80	311
OEI	348	71	81	312
OGC	234	37	51	183
OLEM	495	113	134	451
ORD	1794	427	324	1463
OCSPP	1147	203	225	876
OW	602	103	94	502
REGION 1	568	137	201	521
REGION 2	785	205	238	726
REGION 3	828	199	217	722
REGION 4	914	166	297	823
REGION 5	1086	258	309	978
REGION 6	748	227	166	669
REGION 7	522	75	112	444
REGION 8	529	98	127	491
REGION 9	741	145	208	677
REGION 10	548	108	124	501
EPA	**15871**	**3236**	**3747**	**13585**

VSIP

When an agency has received approval from OPM to offer VSIPs, any employee (as defined in 5 U.S.C. 2105) who meets these general eligibility requirements may receive an offer. The employee must:

1. Be serving in an appointment without time limit;
2. Be currently employed by the Executive Branch of the Federal Government for a continuous period of at least 3 years;
3. Be serving in a position covered by an agency VSIP plan (i.e., in the specific geographic area, organization, series and grade);
4. Apply for and receive approval for a VSIP from the agency making the VSIP offer; and
5. Not be included in any of the ineligibility categories listed below.

Employees in the following categories are not eligible for a VSIP:

1. Are reemployed annuitants;
2. Have a disability such that the individual is or would be eligible for disability retirement;
3. Have received a decision notice of involuntary separation for misconduct or poor performance;
4. Previously received any VSIP from the Federal Government;
5. During the 36-month period preceding the date of separation, performed service for which a student loan repayment benefit was paid, or is to be paid;
6. During the 24-month period preceding the date of separation, performed service for which a recruitment or relocation incentive was paid, or is to be paid; and
7. During the 12-month period preceding the date of separation, performed service for which a retention incentive was paid, or is to be paid.

VERA

To be eligible to retire under VERA, an employee must:

(1) Meet the VERA minimum age and service requirements (i.e., the employee has completed at least 20 years of creditable service and is at least age 50, or has completed at least 25 years of creditable service regardless of age);

The minimum age and service requirements are set by statute in 5 U.S.C. 8336(d)(2) for CSRS employees, and in 5 U.S.C. 8414(b)(1) for FERS employees. OPM has no authority to waive either the minimum age or service requirement for VERA eligibility.

(2) Have been continuously employed by the agency for at least 31 days before the date that the agency initially requested OPM approval of VERA;

(3) Hold a position that is not a time-limited appointment;

(4) Have not received a final removal decision based upon misconduct, or unacceptable performance;

(5) Hold a position covered by the agency's VERA; and

(6) Retire under the VERA option during the agency's VERA window.

OARM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
ATLANTA,GEORGIA	**2**	**2**		**2**
1801-General Inspection, Investigation, and Compliance	1	1		1
905-General Attorney	1	1		1
BOSTON,MASSACHUSETTS	**1**			**1**
343-Management and Program Analysis	1			1
CHICAGO,ILLINOIS	**1**			**1**
905-General Attorney	1			1
CINCINNATI,OHIO	**68**	**9**	**21**	**65**
1102-Contracting	2			1
1301-General Physical Science	1		1	1
1410-Librarian	1			1
1654-Printing Services	1	1		1
18-Safety and Occupational Health Management	2		2	2
2010-Inventory Management	1			1
201-Human Resources Management	29	4	10	28
203-Human Resources Assistance	2			2
2210-Information Technology Management	6		2	5
318-Secretary	2	1		2
340-Program Management	1			1
343-Management and Program Analysis	12	3	3	12
391-Telecommunications	2		1	2
801-General Engineering	4		1	4
80-Security Administration	1			1
830-Mechanical Engineering	1		1	1
DURHAM,NORTH CAROLINA	**131**	**11**	**19**	**111**
1102-Contracting	33	4	8	31
1301-General Physical Science	1			
1640-Facility Operations Services	6		1	5
18-Safety and Occupational Health Management	1			1
2010-Inventory Management	1			
201-Human Resources Management	55	3	6	44
203-Human Resources Assistance	5			4
2210-Information Technology Management	10	1	3	8
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	2			2
340-Program Management	3			3
341-Administrative Officer	1			1
343-Management and Program Analysis	2	1	1	2
511-Auditing	1	1		1
801-General Engineering	1	1		1
80-Security Administration	1			1
830-Mechanical Engineering	4			4

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comment s

850-Electrical Engineering	2			2
899-Engineering and Architecture Student Trainee	1			1
LAS VEGAS,NEVADA	**21**	**2**	**5**	**18**
201-Human Resources Management	18	2	5	15
203-Human Resources Assistance	2			2
318-Secretary	1			1
MOREHEAD CITY,NORTH CARO	**1**		**1**	**1**
201-Human Resources Management	1		1	1
NEW BERN,NORTH CAROLINA	**1**			**1**
201-Human Resources Management	1			1
NORWOOD,OHIO	**37**	**4**	**6**	**34**
1102-Contracting	36	3	6	33
301-Miscellaneous Administration and Program	1	1		1
PHILADELPHIA,PENNSYLVANI	**1**			**1**
905-General Attorney	1			1
SAN FRANCISCO,CALIFORNIA	**1**			**1**
343-Management and Program Analysis	1			1
WASHINGTON,DC	**433**	**93**	**112**	**407**
1001-General Arts and Information	1		1	1
1102-Contracting	96	19	24	90
1103-Industrial Property Management	1			1
1106-Procurement Clerical and Technician	1	1		1
1109-Grants Management	22	6	5	22
1170-Realty	1			1
1640-Facility Operations Services	2		2	2
1654-Printing Services	1			1
1712-Training Instruction	1			1
1750-Instructional Systems	2			1
1801-General Inspection, Investigation, and Compliance	2		1	2
18-Safety and Occupational Health Management	3		1	3
201-Human Resources Management	37	11	8	34
203-Human Resources Assistance	2	1	1	2
2101-Transportation Specialist	1			
2210-Information Technology Management	25	1	9	25
28-Environmental Protection Specialist	1			1
301-Miscellaneous Administration and Program	21	7	7	20
303-Miscellaneous Clerk and Assistant	2	2		2
306-Government Information Specialist	3	2	1	3
318-Secretary	2	1	1	2
326-Office Automation Clerical and Assistance	2	1		2
340-Program Management	7	2	2	7
341-Administrative Officer	2		1	2
342-Support Services Administration	11	6	3	11
343-Management and Program Analysis	106	21	24	99
344-Management and Program Clerical and Assistance	1			1
351-Printing Clerical	1		1	1
391-Telecommunications	1	1		1

510-Accounting	4	1	1	4
511-Auditing	5	2	2	5
690-Industrial Hygiene	1	1		1
801-General Engineering	1			1
804-Fire Protection Engineering	2		1	1
808-Architecture	5	2		4
80-Security Administration	18	2	4	17
810-Civil Engineering	1	1		1
819-Environmental Engineering	1			1
830-Mechanical Engineering	4		1	3
850-Electrical Engineering	1			1
905-General Attorney	26	2	7	23
935-Adminstrative Law Judge	3		2	3
950-Paralegal Specialist	1		1	1
#N/A	2		1	2
Grand Total	**698**	**121**	**164**	**643**

OAR	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**282**	**46**	**73**
1102-Contracting	1		
110-Economist	3		
1301-General Physical Science	21	1	8
1320-Chemistry	7	3	
1399-Physical Science Student Trainee	1		
1550-Computer Science	4	2	
1640-Facility Operations Services	4		
1801-General Inspection, Investigation, and Compliance	14	2	3
1910-Quality Assurance	1		
201-Human Resources Management	2		
2210-Information Technology Management	8	1	2
28-Environmental Protection Specialist	51	11	16
301-Miscellaneous Administration and Program	13	2	3
318-Secretary	1		1
343-Management and Program Analysis	11		1
4714-Model Making	1		
801-General Engineering	21	2	4
802-Engineering Technical	12	2	4
803-Safety Engineering	1	1	
819-Environmental Engineering	14	2	5
830-Mechanical Engineering	62	12	19
850-Electrical Engineering	4	2	
854-Computer Engineering	2		1
893-Chemical Engineering	12	3	6
899-Engineering and Architecture Student Trainee	4		
905-General Attorney	3		
99-General Student Trainee	4		
ANNAPOLIS,MARYLAND	**1**		
343-Management and Program Analysis	1		
AUTAUGA,ALABAMA	**1**		
1320-Chemistry	1		
DALLAS,TEXAS	**1**		
1301-General Physical Science	1		
DURHAM,NORTH CAROLINA	**345**	**54**	**78**
1035-Public Affairs	1		
1101-General Business and Industry	7	1	
110-Economist	9	1	
1301-General Physical Science	66	13	4
1530-Statistics	6		1
2210-Information Technology Management	9	1	
28-Environmental Protection Specialist	112	15	32

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
248														
1														
1														
16														
5														
4														
2														
14														
1														
2														
8														
50														
11														
1														
11														
1														
21														
8														
1														
13														
57														
4														
2														
12														
2														
1														
1														
1														
1														
294														
1														
7														
7														
49														
4														
8														
98														

301-Miscellaneous Administration and Program	27	8	7
306-Government Information Specialist	1		
340-Program Management	7	2	3
343-Management and Program Analysis	14	3	3
401-General Natural Resources Management and Biological Sciences	3		
408-Ecology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		1
601-General Health Science	12	1	1
819-Environmental Engineering	64	9	25
893-Chemical Engineering	3		
LAS VEGAS,NEVADA	**23**	**8**	**3**
1102-Contracting	1		
1301-General Physical Science	10	4	1
1306-Health Physics	1		
2210-Information Technology Management	1		
28-Environmental Protection Specialist	5	2	1
303-Miscellaneous Clerk and Assistant	1	1	
343-Management and Program Analysis	2	1	1
690-Industrial Hygiene	1		
819-Environmental Engineering	1		
MONTGOMERY,ALABAMA	**39**	**9**	**10**
1102-Contracting	1		
1301-General Physical Science	25	7	7
1306-Health Physics	1		
1320-Chemistry	6	1	2
1529-Mathematical Statistics	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2		
318-Secretary	1	1	
690-Industrial Hygiene	1		
SAN DIEGO,CALIFORNIA	**1**	**1**	
301-Miscellaneous Administration and Program	1	1	
WASHINGTON NAVY YARD,DC	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**450**	**66**	**107**
1035-Public Affairs	21		2
1102-Contracting	4		
110-Economist	18	3	2
1301-General Physical Science	43	9	4
1306-Health Physics	5	1	2
1320-Chemistry	3		2
1350-Geology	2		
1515-Operations Research	1	1	
1530-Statistics	2	1	
1550-Computer Science	1		
1801-General Inspection, Investigation, and Compliance	1		

25														
1														
7														
14														
3														
1														
1														
2														
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56														
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22														
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1														
403														
17														
4														
17														
36														
5														
3														
1														
2														
1														

2210-Information Technology Management	9	2	3
28-Environmental Protection Specialist	160	8	36
301-Miscellaneous Administration and Program	18	5	7
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	6	1	3
340-Program Management	6	2	1
341-Administrative Officer	1	1	
343-Management and Program Analysis	89	20	28
344-Management and Program Clerical and Assistance	3	2	1
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	6	2	
408-Ecology	1		
801-General Engineering	3		1
819-Environmental Engineering	33	5	11
830-Mechanical Engineering	2		1
861-Aerospace Engineering	1		
893-Chemical Engineering	2	1	
905-General Attorney	4	1	2
99-General Student Trainee	2		
#N/A	1		1
Grand Total	**1144**	**184**	**271**

9														
137														
18														
1														
6														
5														
1														
86														
3														
6														
1														
3														
31														
2														
1														
2														
4														
1														
1002														

OCFO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
CHAMPAIGN,ILLINOIS	**1**			**1**
1160-Financial Analysis	1			1
CINCINNATI,OHIO	**6**		**1**	**6**
2210-Information Technology Management	1			1
501-Financial Administration and Program	3			3
510-Accounting	2		1	2
DURHAM,NORTH CAROLINA	**57**	**8**	**16**	**51**
2210-Information Technology Management	12	1	7	12
2299-Information Technology Student Trainee	1			
301-Miscellaneous Administration and Program	1			1
343-Management and Program Analysis	2		1	2
399-Administration and Office Support Student Trainee	3			
501-Financial Administration and Program	22	4	6	21
510-Accounting	16	3	2	15
LAS VEGAS,NEVADA	**19**	**3**	**7**	**15**
2210-Information Technology Management	1			
318-Secretary	1			1
501-Financial Administration and Program	12	2	5	9
503-Financial Clerical and Assistance	1			1
510-Accounting	4	1	2	4
NORWOOD,OHIO	**44**	**5**	**6**	**43**
343-Management and Program Analysis	2		1	2
501-Financial Administration and Program	20	3	1	19
510-Accounting	21	2	4	21
599-Financial Management Student Trainee	1			1
WASHINGTON,DC	**186**	**35**	**53**	**167**
1035-Public Affairs	1			1
1160-Financial Analysis	1			1
2210-Information Technology Management	31	2	8	28
301-Miscellaneous Administration and Program	3	2	1	3
303-Miscellaneous Clerk and Assistant	1	1		1
318-Secretary	3	3		2
340-Program Management	1	1		1
341-Administrative Officer	2		2	2
343-Management and Program Analysis	81	13	18	73
399-Administration and Office Support Student Trainee	1			
501-Financial Administration and Program	18	2	9	18
503-Financial Clerical and Assistance	1	1		1
510-Accounting	33	8	12	29
560-Budget Analysis	4	2		4
599-Financial Management Student Trainee	2			
905-General Attorney	1		1	1

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

#N/A	2		2	2
Grand Total	**313**	**51**	**83**	**283**

OECA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ALBUQUERQUE,NEW MEXICO	**1**		
819-Environmental Engineering	1		
ANCHORAGE,ALASKA	**3**		
1811-Criminal Investigating	3		
ARLINGTON,VIRGINIA	**3**		
1811-Criminal Investigating	3		
ATLANTA,GEORGIA	**8**	**2**	
1301-General Physical Science	1		
1811-Criminal Investigating	7	2	
BALTIMORE,MARYLAND	**2**		
1811-Criminal Investigating	2		
BATON ROUGE,LOUISIANA	**2**		
1811-Criminal Investigating	2		
BISMARCK,NORTH DAKOTA	**2**		
1811-Criminal Investigating	2		
BOISE,IDAHO	**2**	**1**	
1811-Criminal Investigating	2	1	
BOSTON,MASSACHUSETTS	**8**	**4**	
1811-Criminal Investigating	6	3	
301-Miscellaneous Administration and Program	1	1	
905-General Attorney	1		
BRUNSWICK,GEORGIA	**3**		**1**
1811-Criminal Investigating	2		
343-Management and Program Analysis	1		1
BUFFALO,NEW YORK	**2**		
1811-Criminal Investigating	2		
CHARLESTON,WEST VIRGINIA	**1**	**1**	
1811-Criminal Investigating	1	1	
CHARLOTTE,NORTH CAROLINA	**2**		
1811-Criminal Investigating	2		
CHICAGO,ILLINOIS	**7**	**1**	
1301-General Physical Science	1		
1811-Criminal Investigating	5	1	
893-Chemical Engineering	1		
CLEVELAND,OHIO	**6**	**1**	**1**
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1		1
DALLAS,TEXAS	**8**	**1**	**1**
1301-General Physical Science	1		
1811-Criminal Investigating	6	1	
301-Miscellaneous Administration and Program	1		1
DENVER,COLORADO	**15**	**2**	**2**

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
2														
2														
3														
3														
8														
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8														
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6														
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15														

1811-Criminal Investigating	6	1	
28-Environmental Protection Specialist	1		1
341-Administrative Officer	1		
819-Environmental Engineering	2		1
893-Chemical Engineering	1		
905-General Attorney	3		
986-Legal Assistance	1	1	
DETROIT,MICHIGAN	**2**		
1811-Criminal Investigating	2		
DURHAM,NORTH CAROLINA	**1**		
1811-Criminal Investigating	1		
EDISON,NEW JERSEY	**6**	**3**	
1301-General Physical Science	1	1	
1801-General Inspection, Investigation, and Compliance	1		
1811-Criminal Investigating	4	2	
GLYNCO,GEORGIA	**3**	**2**	
1811-Criminal Investigating	2	1	
301-Miscellaneous Administration and Program	1	1	
GREENSBORO,NORTH CAROLIN	**1**		
343-Management and Program Analysis	1		
GULF BREEZE,FLORIDA	**3**		
1811-Criminal Investigating	3		
HELENA,MONTANA	**2**	**1**	
1811-Criminal Investigating	2	1	
HONOLULU,HAWAII	**2**	**1**	
1811-Criminal Investigating	2	1	
HOUSTON,TEXAS	**6**	**2**	
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1	1	
INDIANAPOLIS,INDIANA	**1**		
1811-Criminal Investigating	1		
JACKSONVILLE,FLORIDA	**8**	**2**	
1811-Criminal Investigating	7	2	
301-Miscellaneous Administration and Program	1		
KANSAS CITY,KANSAS	**1**		
1811-Criminal Investigating	1		
KNOXVILLE,TENNESSEE	**2**	**1**	
1811-Criminal Investigating	2	1	
LAKEWOOD,COLORADO	**79**	**23**	**23**
1083-Technical Writing and Editing	1	1	
1301-General Physical Science	5	1	
1311-Physical Science Technician	1	1	
1320-Chemistry	27	11	7
1530-Statistics	1		
1601-Equipment, Facilities, and Services	1		
1801-General Inspection, Investigation, and Compliance	1		
1811-Criminal Investigating	2	1	

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1														
1														
1														
2														

2210-Information Technology Management	7	1	3
28-Environmental Protection Specialist	2	1	
301-Miscellaneous Administration and Program	3	2	1
340-Program Management	4		2
343-Management and Program Analysis	3	2	
344-Management and Program Clerical and Assistance	1		1
415-Toxicology	1		
819-Environmental Engineering	11	1	8
830-Mechanical Engineering	1		
893-Chemical Engineering	2		
905-General Attorney	5	1	1
LENEXA,KANSAS	**9**	**3**	
1811-Criminal Investigating	6	1	
301-Miscellaneous Administration and Program	1		
343-Management and Program Analysis	1	1	
905-General Attorney	1	1	
LOS ANGELES,CALIFORNIA	**5**	**1**	**1**
1811-Criminal Investigating	4	1	
301-Miscellaneous Administration and Program	1		1
LOUISVILLE,KENTUCKY	**1**		
1811-Criminal Investigating	1		
MIAMI,FLORIDA	**3**	**1**	
1811-Criminal Investigating	2	1	
905-General Attorney	1		
MIAMI-DADE,FLORIDA	**1**	**1**	
1811-Criminal Investigating	1	1	
MINNEAPOLIS,MINNESOTA	**2**		
1811-Criminal Investigating	2		
MISSOULA,MONTANA	**1**		
1811-Criminal Investigating	1		
NASHVILLE,TENNESSEE	**2**		
1811-Criminal Investigating	2		
NEW HAVEN,CONNECTICUT	**2**	**1**	
1811-Criminal Investigating	2	1	
NEW YORK, NEW YORK	**6**	**2**	
1811-Criminal Investigating	5	2	
301-Miscellaneous Administration and Program	1		
PHILADELPHIA,PENNSYLVANI	**6**	**3**	
1811-Criminal Investigating	5	3	
301-Miscellaneous Administration and Program	1		
PHOENIX,ARIZONA	**2**	**1**	**1**
1811-Criminal Investigating	1	1	
301-Miscellaneous Administration and Program	1		1
PORTLAND,OREGON	**2**		
1811-Criminal Investigating	2		
SACRAMENTO,CALIFORNIA	**1**		
1811-Criminal Investigating	1		

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SALT LAKE CITY,UTAH	**2**		
1811-Criminal Investigating	2		
SAN DIEGO,CALIFORNIA	**1**		
1811-Criminal Investigating	1		
SAN FRANCISCO,CALIFORNIA	**8**	**4**	
1301-General Physical Science	1	1	
1811-Criminal Investigating	6	2	
301-Miscellaneous Administration and Program	1	1	
SAN JUAN,PUERTO RICO	**2**		
1811-Criminal Investigating	2		
SEATTLE,WASHINGTON	**7**	**2**	
1801-General Inspection, Investigation, and Compliance	1	1	
1811-Criminal Investigating	5	1	
301-Miscellaneous Administration and Program	1		
ST LOUIS,MISSOURI	**2**		
1811-Criminal Investigating	2		
SYRACUSE,NEW YORK	**3**	**1**	
1811-Criminal Investigating	3	1	
TAMPA,FLORIDA	**2**	**1**	
1811-Criminal Investigating	2	1	
WASHINGTON,DC	**466**	**107**	**134**
1001-General Arts and Information	2		
1035-Public Affairs	1	1	
110-Economist	1		
1160-Financial Analysis	1		
1301-General Physical Science	25	6	4
1350-Geology	1	1	
1412-Technical Information Services	1		
1529-Mathematical Statistics	1		1
1801-General Inspection, Investigation, and Compliance	2	1	
1811-Criminal Investigating	16	2	
2210-Information Technology Management	26	9	6
28-Environmental Protection Specialist	66	14	24
301-Miscellaneous Administration and Program	14	5	7
306-Government Information Specialist	1		
308-Records Management	3		1
318-Secretary	2		1
340-Program Management	7	2	3
341-Administrative Officer	5		1
343-Management and Program Analysis	96	24	33
401-General Natural Resources Management and Biological Sciences	5	1	1
560-Budget Analysis	1		
819-Environmental Engineering	18	4	8
893-Chemical Engineering	6	1	4
905-General Attorney	164	36	39
950-Paralegal Specialist	1		1
WHEELING,WEST VIRGINIA	**2**		

2														
2														
1														
1														
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1														
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1														
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426														
2														
1														
1														
19														
1														
1														
1														
2														
16														
26														
66														
14														
1														
3														
2														
6														
4														
88														
2														
1														
17														
6														
145														
1														
2														

1811-Criminal Investigating	2		
Grand Total	**730**	**176**	**164**

2														
686														

OIG	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8
ARLINGTON,VIRGINIA	**7**	**1**	**1**	**7**		
1811-Criminal Investigating	5	1		5		
2210-Information Technology Management	2		1	2		
ATLANTA,GEORGIA	**14**	**3**	**1**	**13**		
1811-Criminal Investigating	4			4		
343-Management and Program Analysis	4	2		3		
511-Auditing	6	1	1	6		
BOSTON,MASSACHUSETTS	**9**	**2**	**4**	**9**		
1811-Criminal Investigating	1			1		
2210-Information Technology Management	1		1	1		
303-Miscellaneous Clerk and Assistant	1		1	1		
343-Management and Program Analysis	3	1	1	3		
511-Auditing	3	1	1	3		
CHICAGO,ILLINOIS	**23**	**1**	**5**	**22**		
101-Social Science	2	1		2		
1811-Criminal Investigating	3			3		
201-Human Resources Management	1		1	1		
2210-Information Technology Management	1		1	1		
343-Management and Program Analysis	6		2	6		
511-Auditing	7		1	6		
601-General Health Science	3			3		
CINCINNATI,OHIO	**8**	**1**	**1**	**6**		
343-Management and Program Analysis	2			2		
511-Auditing	4	1	1	4		
599-Financial Management Student Trainee	2					
DALLAS,TEXAS	**8**	**1**	**2**	**8**		
1811-Criminal Investigating	3	1		3		
343-Management and Program Analysis	1			1		
511-Auditing	4		2	4		
DENVER,COLORADO	**11**	**3**	**1**	**10**		
1811-Criminal Investigating	3	1		2		
343-Management and Program Analysis	4		1	4		
511-Auditing	3	1		3		
801-General Engineering	1	1		1		
DURHAM,NORTH CAROLINA	**17**	**3**	**3**	**15**		
101-Social Science	1			1		
1811-Criminal Investigating	2	1		2		
303-Miscellaneous Clerk and Assistant	1		1	1		
343-Management and Program Analysis	4	1		4		
511-Auditing	9	1	2	7		
KANSAS CITY,KANSAS	**2**		**1**	**2**		
343-Management and Program Analysis	1			1		

# of Targeted Positions by Grade											
9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

511-Auditing	1		1	1		
LENEXA,KANSAS	**5**	**1**	**2**	**5**		
343-Management and Program Analysis	4	1	2	4		
511-Auditing	1			1		
NEW YORK, NEW YORK	**8**	**3**	**1**	**8**		
1301-General Physical Science	1			1		
1811-Criminal Investigating	3	2		3		
343-Management and Program Analysis	2	1		2		
511-Auditing	1		1	1		
601-General Health Science	1			1		
NORWOOD,OHIO	**2**		**1**	**2**		
343-Management and Program Analysis	1			1		
511-Auditing	1		1	1		
PHILADELPHIA,PENNSYLVANI	**16**	**1**	**3**	**16**		
101-Social Science	1			1		
1035-Public Affairs	1	1		1		
1811-Criminal Investigating	1			1		
2210-Information Technology Management	1		1	1		
343-Management and Program Analysis	6			6		
511-Auditing	5		2	5		
601-General Health Science	1			1		
SAN FRANCISCO,CALIFORNIA	**12**	**2**	**2**	**11**		
1301-General Physical Science	1			1		
1811-Criminal Investigating	3			2		
343-Management and Program Analysis	2	1		2		
511-Auditing	5	1	2	5		
601-General Health Science	1			1		
SEATTLE,WASHINGTON	**9**	**2**	**3**	**9**		
101-Social Science	1			1		
1320-Chemistry	1	1		1		
1811-Criminal Investigating	2			2		
343-Management and Program Analysis	2	1		2		
511-Auditing	3		3	3		
WASHINGTON,DC	**121**	**19**	**27**	**107**		
1035-Public Affairs	4			4		
1082-Writing and Editing	2			2		
1102-Contracting	1	1		1		
1811-Criminal Investigating	18	2	1	17		
201-Human Resources Management	4		1	4		
2210-Information Technology Management	16	1	2	13		
301-Miscellaneous Administration and Program	4	1		4		
340-Program Management	4	1	2	4		
341-Administrative Officer	2	1	1	2		
343-Management and Program Analysis	15	1	4	11		
415-Toxicology	1		1	1		
511-Auditing	37	8	13	34		
560-Budget Analysis	2		1	1		

819-Environmental Engineering	1			1		
905-General Attorney	10	3	1	8		
WINCHESTER,TENNESSEE	**1**	**1**		**1**		
1811-Criminal Investigating	1	1		1		
Grand Total	**273**	**44**	**58**	**251**		

OITA	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8
ARLINGTON,VIRGINIA	**1**			**1**		
301-Miscellaneous Administration and Program	1			1		
WASHINGTON,DC	**73**	**12**	**19**	**69**		
2210-Information Technology Management	1			1		
28-Environmental Protection Specialist	5	1		5		
301-Miscellaneous Administration and Program	45	6	12	41		
303-Miscellaneous Clerk and Assistant	2	2		2		
340-Program Management	5	2	3	5		
343-Management and Program Analysis	15	1	4	15		
Grand Total	**74**	**12**	**19**	**70**		

# of Targeted Positions by Grade											
9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

AO	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BOSTON,MASSACHUSETTS	**1**	**1**	
301-Miscellaneous Administration and Program	1	1	
CINCINNATI,OHIO	**1**	**1**	
260-Equal Employment Opportunity	1	1	
DURHAM,NORTH CAROLINA	**3**	**1**	**1**
260-Equal Employment Opportunity	2	1	
28-Environmental Protection Specialist	1		1
LAS VEGAS,NEVADA	**1**		
260-Equal Employment Opportunity	1		
LOS ANGELES,CALIFORNIA	**1**		
343-Management and Program Analysis	1		
PRINCETON,NEW JERSEY	**1**		
893-Chemical Engineering	1		
SAN FRANCISCO,CALIFORNIA	**1**		
28-Environmental Protection Specialist	1		
WASHINGTON,DC	**335**	**72**	**79**
1001-General Arts and Information	13	3	
101-Social Science	1		
1035-Public Affairs	13	1	3
1060-Photography	1	1	
1071-Audiovisual Production	2		
1082-Writing and Editing	1		
1084-Visual Information	1		
1101-General Business and Industry	3		2
110-Economist	28	3	4
1301-General Physical Science	11	5	3
132-Intelligence	2		1
1811-Criminal Investigating	1		
2210-Information Technology Management	5		1
260-Equal Employment Opportunity	11	3	2
28-Environmental Protection Specialist	42	7	11
301-Miscellaneous Administration and Program	67	19	16
303-Miscellaneous Clerk and Assistant	5	2	
308-Records Management	1		1
326-Office Automation Clerical and Assistance	3	1	
340-Program Management	16	2	5
343-Management and Program Analysis	83	19	26
401-General Natural Resources Management and Biological Sciences	5	2	1
415-Toxicology	1	1	
560-Budget Analysis	1	1	
601-General Health Science	4		
819-Environmental Engineering	4		2

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
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79														
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905-General Attorney	8	1	1
#N/A	2	1	
Grand Total	**344**	**75**	**80**

5														
1														
311														

OEI	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
ATLANTA,GEORGIA	**1**			**1**
2210-Information Technology Management	1			1
BOSTON,MASSACHUSETTS	**1**			**1**
2210-Information Technology Management	1			1
CINCINNATI,OHIO	**1**	**1**		**1**
343-Management and Program Analysis	1	1		1
DENVER,COLORADO	**1**		**1**	**1**
2210-Information Technology Management	1		1	1
DURHAM,NORTH CAROLINA	**63**	**16**	**14**	**57**
1101-General Business and Industry	1			1
1301-General Physical Science	1	1		1
2210-Information Technology Management	47	10	11	41
301-Miscellaneous Administration and Program	2			2
340-Program Management	1	1		1
343-Management and Program Analysis	8	2	3	8
501-Financial Administration and Program	1	1		1
510-Accounting	1	1		1
#N/A	1			1
LAS VEGAS,NEVADA	**1**	**1**		**1**
2210-Information Technology Management	1	1		1
NEW YORK, NEW YORK	**1**			**1**
2210-Information Technology Management	1			1
PHILADELPHIA,PENNSYLVANI	**1**			
2210-Information Technology Management	1			
SEATTLE,WASHINGTON	**2**			**2**
2210-Information Technology Management	2			2
WASHINGTON,DC	**270**	**53**	**66**	**247**
1035-Public Affairs	1			
1101-General Business and Industry	3			3
1301-General Physical Science	1	1		1
1529-Mathematical Statistics	1	1		1
2210-Information Technology Management	92	17	15	82
28-Environmental Protection Specialist	14	3	2	14
301-Miscellaneous Administration and Program	20	2	5	18
306-Government Information Specialist	7	4	2	7
308-Records Management	4	1	1	4
318-Secretary	2		1	1
335-Computer Clerk and Assistant	1			
340-Program Management	5	2	1	5
341-Administrative Officer	1			1
343-Management and Program Analysis	104	20	35	98
399-Administration and Office Support Student Trainee	1			1

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

501-Financial Administration and Program	1	1		1
510-Accounting	3	1	1	3
560-Budget Analysis	6		3	6
905-General Attorney	1			1
#N/A	2			
Grand Total	**342**	**71**	**81**	**312**

OGC	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)	VSIP
CINCINNATI,OHIO	**2**		**1**	**2**
905-General Attorney	2		1	2
DURHAM,NORTH CAROLINA	**2**	**2**		**2**
905-General Attorney	2	2		2
SAN DIEGO,CALIFORNIA	**1**		**1**	**1**
905-General Attorney	1		1	1
WASHINGTON,DC	**223**	**35**	**49**	**178**
1222-Patent Attorney	1		1	1
1860-Equal Opportunity Investigation	1	1		1
2210-Information Technology Management	4		1	4
28-Environmental Protection Specialist	3	1		2
301-Miscellaneous Administration and Program	13	4	3	13
306-Government Information Specialist	1			1
340-Program Management	2	1	1	2
341-Administrative Officer	1			1
343-Management and Program Analysis	8	1		7
344-Management and Program Clerical and Assistance	9	1	2	4
360-Equal Opportunity Compliance	2	1	1	2
560-Budget Analysis	1			1
905-General Attorney	173	25	37	136
950-Paralegal Specialist	2		1	1
#N/A	2		2	2
Grand Total	**228**	**37**	**51**	**183**

# of Targeted Positions by Grade													
1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments

OLEM	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ARLINGTON,VIRGINIA	**269**	**65**	**71**
1035-Public Affairs	4		
110-Economist	9		1
1301-General Physical Science	35	11	7
1320-Chemistry	5	1	2
1350-Geology	2	1	
2210-Information Technology Management	13	1	3
28-Environmental Protection Specialist	74	19	25
301-Miscellaneous Administration and Program	3	2	1
303-Miscellaneous Clerk and Assistant	2	2	
318-Secretary	1		
340-Program Management	9	3	5
343-Management and Program Analysis	64	17	16
344-Management and Program Clerical and Assistance	2		1
401-General Natural Resources Management and Biological Sciences	7		
415-Toxicology	1		
601-General Health Science	5	1	1
819-Environmental Engineering	22	4	6
881-Petroleum Engineering	1	1	
893-Chemical Engineering	10	2	3
ATHENS,GEORGIA	**1**	**1**	
1301-General Physical Science	1	1	
BOSTON,MASSACHUSETTS	**3**	**1**	
28-Environmental Protection Specialist	2	1	
819-Environmental Engineering	1		
CINCINNATI,OHIO	**7**	**3**	**2**
1301-General Physical Science	2	1	
1306-Health Physics	2	1	1
28-Environmental Protection Specialist	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
819-Environmental Engineering	1		
DENVER,COLORADO	**1**		
819-Environmental Engineering	1		
DURHAM,NORTH CAROLINA	**4**	**1**	
1320-Chemistry	1	1	
343-Management and Program Analysis	1		
830-Mechanical Engineering	1		
893-Chemical Engineering	1		
EDISON,NEW JERSEY	**20**	**7**	**2**
1301-General Physical Science	12	4	1
1320-Chemistry	4	2	
343-Management and Program Analysis	2	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
234														
4														
3														
32														
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12														
71														
3														
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401-General Natural Resources Management and Biological Sciences	1		1
819-Environmental Engineering	1		
ERLANGER,KENTUCKY	**1**		
343-Management and Program Analysis	1		
KANSAS CITY,KANSAS	**1**		
1320-Chemistry	1		
LAS VEGAS,NEVADA	**11**	**2**	**2**
1301-General Physical Science	7	1	1
1320-Chemistry	1		
343-Management and Program Analysis	1	1	
690-Industrial Hygiene	1		
819-Environmental Engineering	1		1
LENEXA,KANSAS	**2**	**1**	**1**
1301-General Physical Science	1		1
801-General Engineering	1	1	
NORFOLK,VIRGINIA	**1**		
1301-General Physical Science	1		
WASHINGTON,DC	**173**	**32**	**56**
1035-Public Affairs	1		
110-Economist	1		
1301-General Physical Science	13	1	3
1320-Chemistry	1	1	
2210-Information Technology Management	4		4
28-Environmental Protection Specialist	46	3	15
301-Miscellaneous Administration and Program	6	2	3
318-Secretary	2		1
340-Program Management	4		2
343-Management and Program Analysis	76	20	23
401-General Natural Resources Management and Biological Sciences	3		
415-Toxicology	2		1
560-Budget Analysis	1	1	
601-General Health Science	1		1
819-Environmental Engineering	3	1	1
893-Chemical Engineering	6	1	1
#N/A	3	2	1
Grand Total	**494**	**113**	**134**

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451														

ORD	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ADA,OKLAHOMA	**44**	**12**	**9**
1102-Contracting	2		2
1301-General Physical Science	14	3	1
1311-Physical Science Technician	2		
1315-Hydrology	7	2	3
1316-Hydrologic Technician	2		
1320-Chemistry	1		
1350-Geology	1		
301-Miscellaneous Administration and Program	2	1	
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	3	2	1
408-Ecology	3	1	1
470-Soil Science	2	1	
819-Environmental Engineering	2	1	
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	1		
ANN ARBOR,MICHIGAN	**1**		**1**
1301-General Physical Science	1		1
ARLINGTON,VIRGINIA	**104**	**26**	**14**
1035-Public Affairs	1		
110-Economist	1	1	
1301-General Physical Science	21	5	3
1315-Hydrology	1	1	
150-Geography	1		
1529-Mathematical Statistics	5	1	1
1530-Statistics	5	2	
2210-Information Technology Management	1		
28-Environmental Protection Specialist	2	1	
301-Miscellaneous Administration and Program	9	3	2
340-Program Management	3	2	1
341-Administrative Officer	2	1	1
343-Management and Program Analysis	12	4	4
401-General Natural Resources Management and Biological Sciences	16	2	
408-Ecology	5		1
415-Toxicology	7	2	
601-General Health Science	9	1	
819-Environmental Engineering	3		1
ATHENS,GEORGIA	**38**	**12**	**2**
1301-General Physical Science	3	2	1
1315-Hydrology	1		
1320-Chemistry	11	4	
1550-Computer Science	2	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
42														
2														
13														
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7														
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1640-Facility Operations Services	1	1	
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
340-Program Management	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	4	2	
403-Microbiology	1		1
408-Ecology	3	1	
415-Toxicology	1		
560-Budget Analysis	1		
819-Environmental Engineering	4	1	
854-Computer Engineering	1		
ATLANTA,GEORGIA	**2**		**2**
301-Miscellaneous Administration and Program	1		1
819-Environmental Engineering	1		1
BOSTON,MASSACHUSETTS	**4**	**1**	
1301-General Physical Science	1		
28-Environmental Protection Specialist	1	1	
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		
CHAPEL HILL,NORTH CAROLI	**33**	**12**	**3**
1301-General Physical Science	2	1	
1320-Chemistry	1		1
1530-Statistics	1		
2210-Information Technology Management	1	1	
318-Secretary	1	1	
341-Administrative Officer	1		
401-General Natural Resources Management and Biological Sciences	11	3	2
403-Microbiology	1	1	
404-Biological Science Technician	1	1	
601-General Health Science	9	2	
602-Medical Officer	2	2	
610-Nurse	2		
CHICAGO,ILLINOIS	**1**		**1**
1301-General Physical Science	1		1
CINCINNATI,OHIO	**313**	**83**	**56**
1035-Public Affairs	4		2
110-Economist	4	1	
1301-General Physical Science	38	10	6
1306-Health Physics	2		1
1311-Physical Science Technician	5	2	1
1315-Hydrology	2		
1320-Chemistry	23	2	3
1515-Operations Research	1		
1529-Mathematical Statistics	2	2	
1530-Statistics	2	2	
18-Safety and Occupational Health Management	1		

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2210-Information Technology Management	4	4	
28-Environmental Protection Specialist	4		
301-Miscellaneous Administration and Program	7	2	3
308-Records Management	1		
318-Secretary	4	2	1
340-Program Management	2		2
341-Administrative Officer	3	1	
343-Management and Program Analysis	24	6	9
401-General Natural Resources Management and Biological Sciences	51	13	3
403-Microbiology	23	7	2
404-Biological Science Technician	5	1	
408-Ecology	10	2	
415-Toxicology	8	2	1
440-Genetics	1		
470-Soil Science	2		1
499-Biological Science Student Trainee	1		
560-Budget Analysis	6	4	
601-General Health Science	5	3	1
690-Industrial Hygiene	2		
801-General Engineering	4		2
802-Engineering Technical	5		1
80-Security Administration	1	1	
819-Environmental Engineering	34	12	6
830-Mechanical Engineering	3	2	1
854-Computer Engineering	1		1
893-Chemical Engineering	17	2	9
899-Engineering and Architecture Student Trainee	1		
CORVALLIS,OREGON	**46**	**19**	**2**
110-Economist	1		
1301-General Physical Science	3	3	
1320-Chemistry	1	1	
1530-Statistics	3	2	
1550-Computer Science	1		
1640-Facility Operations Services	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
28-Environmental Protection Specialist	1	1	
301-Miscellaneous Administration and Program	2	1	
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	10	3	
408-Ecology	13	7	1
435-Plant Physiology	2		1
470-Soil Science	1		
482-Fish Biology	1		
499-Biological Science Student Trainee	1		
501-Financial Administration and Program	1	1	
DALLAS,TEXAS	**1**		

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1301-General Physical Science	1		
DENVER,COLORADO	**5**	**1**	
1301-General Physical Science	1		
301-Miscellaneous Administration and Program	1		
343-Management and Program Analysis	2		
601-General Health Science	1	1	
DULUTH,MINNESOTA	**58**	**17**	**21**
1301-General Physical Science	2	1	
1320-Chemistry	13	5	5
1640-Facility Operations Services	1		1
2210-Information Technology Management	1		
341-Administrative Officer	1		
343-Management and Program Analysis	2		1
401-General Natural Resources Management and Biological Sciences	23	5	11
404-Biological Science Technician	1	1	
408-Ecology	7	3	1
415-Toxicology	6	2	1
690-Industrial Hygiene	1		1
DURHAM,NORTH CAROLINA	**530**	**138**	**110**
101-Social Science	1		
1035-Public Affairs	4	1	1
1101-General Business and Industry	1		
1102-Contracting	1		
1301-General Physical Science	130	24	19
1306-Health Physics	3	1	
1311-Physical Science Technician	1		
1315-Hydrology	1		
1320-Chemistry	28	8	7
1350-Geology	1	1	
1399-Physical Science Student Trainee	1		
1412-Technical Information Services	2		
150-Geography	1		
1529-Mathematical Statistics	4	3	
1530-Statistics	3		1
1550-Computer Science	4		1
1640-Facility Operations Services	1	1	
180-Psychology	2		
184-Sociology	1		
2210-Information Technology Management	14	5	2
28-Environmental Protection Specialist	6	1	1
301-Miscellaneous Administration and Program	12	3	2
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	1	1	
340-Program Management	6	2	3
341-Administrative Officer	8	4	2
343-Management and Program Analysis	55	8	27
399-Administration and Office Support Student Trainee	1		

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401-General Natural Resources Management and Biological Sciences	117	34	33
403-Microbiology	3	1	
404-Biological Science Technician	1	1	
408-Ecology	7	2	1
413-Physiology	2	1	
415-Toxicology	30	9	3
560-Budget Analysis	13	2	
601-General Health Science	16	2	
602-Medical Officer	1	1	
690-Industrial Hygiene	2		
801-General Engineering	4	1	2
802-Engineering Technical	10	5	
819-Environmental Engineering	22	9	4
830-Mechanical Engineering	2	1	
856-Electronics Technical	1	1	
858-Bioengineering and Biomedical Engineering	1		1
893-Chemical Engineering	3	3	
#N/A	1	1	
EDISON,NEW JERSEY	**8**	**5**	**2**
1301-General Physical Science	1	1	
28-Environmental Protection Specialist	1	1	
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
601-General Health Science	1	1	
819-Environmental Engineering	2		1
893-Chemical Engineering	1	1	
GROSSE ILE,MICHIGAN	**2**		
819-Environmental Engineering	2		
GULF BREEZE,FLORIDA	**58**	**12**	**13**
101-Social Science	1		
1102-Contracting	2	1	
1301-General Physical Science	1		
1320-Chemistry	2	1	1
150-Geography	1		
1601-Equipment, Facilities, and Services	1		1
1640-Facility Operations Services	1		1
2001-General Supply	1		1
2210-Information Technology Management	2		1
301-Miscellaneous Administration and Program	1		1
341-Administrative Officer	1		
343-Management and Program Analysis	2	1	1
401-General Natural Resources Management and Biological Sciences	23	5	3
403-Microbiology	5	2	2
404-Biological Science Technician	1		1
408-Ecology	10	2	
415-Toxicology	1		
560-Budget Analysis	1		

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690-Industrial Hygiene	1		
GULF,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
HAMPTON,VIRGINIA	**1**		**1**
819-Environmental Engineering	1		1
LAKEWOOD,COLORADO	**1**		
343-Management and Program Analysis	1		
LAS VEGAS,NEVADA	**41**	**15**	**12**
1102-Contracting	1		
1301-General Physical Science	13	6	3
1311-Physical Science Technician	1		
1320-Chemistry	7	2	2
1530-Statistics	1	1	
1550-Computer Science	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2	1	
28-Environmental Protection Specialist	1		1
301-Miscellaneous Administration and Program	3	1	2
343-Management and Program Analysis	4	2	2
401-General Natural Resources Management and Biological Sciences	1	1	
408-Ecology	3	1	1
560-Budget Analysis	1		
690-Industrial Hygiene	1		
LENEXA,KANSAS	**1**		
1301-General Physical Science	1		
LOS ANGELES,CALIFORNIA	**3**		**2**
1301-General Physical Science	1		
1315-Hydrology	1		1
819-Environmental Engineering	1		1
NARRAGANSETT,RHODE ISLAN	**66**	**27**	**17**
1087-Editorial Assistance	1	1	
1102-Contracting	1	1	
110-Economist	2		
1301-General Physical Science	15	7	8
1311-Physical Science Technician	2		
1320-Chemistry	3	3	
1360-Oceanography	2	2	
1550-Computer Science	1	1	
1640-Facility Operations Services	2		1
2210-Information Technology Management	1	1	
301-Miscellaneous Administration and Program	1		
341-Administrative Officer	1		1
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	19	8	5
404-Biological Science Technician	1		
408-Ecology	10	2	2
560-Budget Analysis	1	1	

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690-Industrial Hygiene	1		
NEW YORK, NEW YORK	**1**		
1301-General Physical Science	1		
NEWPORT,OREGON	**10**	**4**	
1301-General Physical Science	1		
1360-Oceanography	1		
150-Geography	1	1	
401-General Natural Resources Management and Biological Sciences	4	2	
408-Ecology	2		
482-Fish Biology	1	1	
NORWOOD,OHIO	**1**		
301-Miscellaneous Administration and Program	1		
OAKLAND,CALIFORNIA	**1**		
#N/A	1		
PHILADELPHIA,PENNSYLVANI	**1**		
819-Environmental Engineering	1		
SAN FRANCISCO,CALIFORNIA	**1**		**1**
819-Environmental Engineering	1		1
SEATTLE,WASHINGTON	**3**		**1**
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		1
415-Toxicology	1		
SILVER SPRING,MARYLAND	**1**		
414-Entomology	1		
ST PAUL,MINNESOTA	**1**		
1301-General Physical Science	1		
ST PETERSBURG,FLORIDA	**1**		
408-Ecology	1		
WASHINGTON,DC	**196**	**32**	**53**
1035-Public Affairs	2		
1082-Writing and Editing	1		1
1101-General Business and Industry	2		1
1301-General Physical Science	31	4	11
1399-Physical Science Student Trainee	1		
190-General Anthropology	1		
2210-Information Technology Management	8		5
28-Environmental Protection Specialist	4	1	
301-Miscellaneous Administration and Program	18	4	6
318-Secretary	1	1	
340-Program Management	3	1	2
341-Administrative Officer	2		
343-Management and Program Analysis	56	6	13
344-Management and Program Clerical and Assistance	1		
399-Administration and Office Support Student Trainee	7		
401-General Natural Resources Management and Biological Sciences	28	9	4
403-Microbiology	1		
408-Ecology	1		

1														
1														
1														
10														
1														
1														
1														
4														
2														
1														
1														
1														
1														
1														
1														
1														
1														
1														
3														
1														
1														
1														
1														
1														
1														
1														
1														
1														
171														
2														
1														
2														
29														
7														
4														
17														
1														
3														
2														
49														
1														
25														
1														
1														

415-Toxicology	1		
501-Financial Administration and Program	2		1
560-Budget Analysis	12	1	6
601-General Health Science	3		1
602-Medical Officer	1		
801-General Engineering	1	1	
819-Environmental Engineering	6	3	1
#N/A	2	1	1
WILMINGTON,NORTH CAROLIN	**1**		**1**
2210-Information Technology Management	1		1
Grand Total	**1580**	**417**	**324**

1														
2														
12														
3														
1														
5														
2														
1														
1														
1463														

OCSPP	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANN ARBOR,MICHIGAN	**1**		
401-General Natural Resources Management and Biological Sciences	1		
ARLINGTON,VIRGINIA	**588**	**113**	**133**
1001-General Arts and Information	1	1	
110-Economist	12	3	1
1301-General Physical Science	21	3	4
1320-Chemistry	62	17	12
150-Geography	1		
1529-Mathematical Statistics	1		
1530-Statistics	3		2
2210-Information Technology Management	20	3	8
28-Environmental Protection Specialist	142	25	33
301-Miscellaneous Administration and Program	20	3	7
303-Miscellaneous Clerk and Assistant	2	1	
306-Government Information Specialist	8	1	1
326-Office Automation Clerical and Assistance	1		1
340-Program Management	8	2	4
343-Management and Program Analysis	42	12	21
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	156	26	32
403-Microbiology	5	2	1
405-Pharmacology	2		
408-Ecology	3		
414-Entomology	7		
415-Toxicology	19	5	
430-Botany	1	1	
434-Plant Pathology	3	2	
440-Genetics	1	1	
471-Agronomy	2	1	1
482-Fish Biology	1		
486-Wildlife Biology	4		2
499-Biological Science Student Trainee	2		
560-Budget Analysis	1		
601-General Health Science	5	1	
690-Industrial Hygiene	5		2
701-Veterinary Medical Science	1		
819-Environmental Engineering	8	3	1
905-General Attorney	1		
99-General Student Trainee	15		
#N/A	1		
ATHENS,GEORGIA	**2**		**1**
28-Environmental Protection Specialist	1		1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
527														
1														
10														
17														
55														
1														
1														
3														
19														
130														
20														
2														
8														
1														
8														
42														
1														
142														
5														
2														
3														
5														
15														
1														
3														
1														
2														
1														
4														
2														
1														
3														
5														
1														
8														
3														
1														
2														
1														

401-General Natural Resources Management and Biological Sciences	1		
CANADA	**1**		
408-Ecology	1		
CHICAGO,ILLINOIS	**1**	**1**	
28-Environmental Protection Specialist	1	1	
DALLAS,TEXAS	**4**	**1**	
28-Environmental Protection Specialist	4	1	
DRAKESVILLE,IOWA	**1**		**1**
1320-Chemistry	1		1
DURHAM,NORTH CAROLINA	**2**		
1320-Chemistry	1		
560-Budget Analysis	1		
FORT MEADE,MARYLAND	**18**	**5**	**4**
1320-Chemistry	8	2	1
28-Environmental Protection Specialist	2	1	1
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	2		1
403-Microbiology	5	1	1
GAINESVILLE,FLORIDA	**1**		**1**
28-Environmental Protection Specialist	1		1
GULF BREEZE,FLORIDA	**1**		
1529-Mathematical Statistics	1		
NEW YORK, NEW YORK	**1**		
1320-Chemistry	1		
SAN FRANCISCO,CALIFORNIA	**2**	**1**	
28-Environmental Protection Specialist	1		
401-General Natural Resources Management and Biological Sciences	1	1	
SANTURCE,PUERTO RICO	**1**		**1**
1320-Chemistry	1		1
WASHINGTON,DC	**370**	**82**	**84**
1035-Public Affairs	2		1
1082-Writing and Editing	2	2	
110-Economist	9		2
1301-General Physical Science	18	4	
1320-Chemistry	22	6	5
1412-Technical Information Services	1	1	
1530-Statistics	1	1	
2210-Information Technology Management	18	5	2
28-Environmental Protection Specialist	114	24	22
301-Miscellaneous Administration and Program	26	9	10
303-Miscellaneous Clerk and Assistant	1	1	
306-Government Information Specialist	1		1
318-Secretary	1	1	
340-Program Management	9	1	8
341-Administrative Officer	2	1	
343-Management and Program Analysis	43	8	15
401-General Natural Resources Management and Biological Sciences	38	4	3

1														
1														
1														
1														
1														
4														
4														
1														
1														
2														
1														
1														
17														
7														
2														
1														
2														
5														
1														
1														
1														
1														
1														
1														
2														
1														
1														
1														
1														
314														
2														
2														
6														
14														
18														
1														
1														
15														
99														
26														
1														
1														
1														
9														
2														
42														
21														

403-Microbiology	3	3	
408-Ecology	1	1	
415-Toxicology	20	3	1
482-Fish Biology	1		
501-Financial Administration and Program	1		1
560-Budget Analysis	2		2
601-General Health Science	2		1
690-Industrial Hygiene	2	1	
819-Environmental Engineering	4		2
893-Chemical Engineering	14	3	5
905-General Attorney	9	1	3
#N/A	3	2	
Grand Total	**994**	**203**	**225**

3														
1														
17														
1														
1														
2														
1														
2														
4														
12														
6														
3														
876														

Note: Max number of offers per series for all locations are listed under Washington DC

Office of Water		Total Non-Term Employees
ARLINGTON,VIRGINIA- OST		**1**
28-Environmental Protection Specialist		1
CINCINNATI,OHIO - OGWDW		**31**
1301-General Physical Science		3
28-Environmental Protection Specialist		4
318-Secretary		1
343-Management and Program Analysis		1
401-General Natural Resources Management and Biological Sciences		1
819-Environmental Engineering		8
1350-Geology		
601-General Health Science		
1320-Chemistry		
MONTCLAIR,NEW JERSEY - OGWDW		**1**
28-Environmental Protection Specialist		1
WASHINGTON,DC		**547**
28-Environmental Protection Specialist		167
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
301-Miscellaneous Administration and Program		22
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
303-Miscellaneous Clerk and Assistant - OWOW		1
340-Program Management		16
341-Administrative Officer - OGWDW		1
343-Management and Program Analysis		78
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
344-Management and Program Clerical and Assistance- OGWDW		1
401-General Natural Resources Management and Biological Sciences		39
	OGWDW	
	OST	
	OWM	

			# of Targeted Positions by Grade										
Retirement Eligible	VERA Eligible (does not include RE)	VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers
		1											
		1					1					1	
2	**4**	**30**											
		3					2	1				3	
1	1	4					1	2				3	
		1			1							1	
		1					1					1	
		1						1				1	
	1	8					6		1			7	
							1					1	
							1					1	
							4	3				7	
		1											
		1						1				1	
101	**90**	**470**											
27	33	164										126	9
							2	3	2				
							8	14	6				
							1	11	4				
							12	14	6				
							17	16	10				
9	3	21										17	
						2	2	1	3				
						1	3						
					1		1						
							1	1					
								1					
1		1			1							1	
7	5	16											5
	1							1				1	
21	24	74										59	
							4	5	4				
							7	2	2				
							4	1	2				
							6	7	3				
							5	4	3				
1		1			1							1	
4	3	24										18	
							2						
							6	3	2				
							1						

Attachment 3

# to Restructure	# to Eliminate	Comment

	OWOW	
403-Microbiology		6
	OGWDW	
	OST	
408-Ecology (OWOW)		8
415-Toxicology (OST)		3
801-General Engineering		1
819-Environmental Engineering		44
	OGWDW	
	OST	
	OWM	
	OWOW	
893-Chemical Engineering		5
	OST	
	OWM	
1301-General Physical Science		73
	OGWDW	
	OST	
	OWM	
	OWOW	
1315-Hydrology (OGWDW)		1
1320-Chemistry		4
	OGWDW	
	OST	
	OWOW	
1350-Geology (OGWDW)		2
1515-Operations Research (OST)		1
1529-Mathematical Statistics (OGWDW)		2
2210-Information Technology Management		28
	OAA	
	OGWDW	
	OST	
	OWM	
	OWOW	
110-Economist		10
	OAA	
	OGWDW	
	OST	
1160-Financial Analysis		12
560-Budget Analysis		3
	OST	
	OWOW	
601-General Health Science		3
	OGWDW	
	OST	
1035-Public Affairs		8
	OAA	

							4						
1	1	6										8	2
							2						
							3	3					
		1						1				1	
1		1						1				1	
1		1					1					1	
3	6	34										28	
							4	4	5				
							3	2	2				
							5	2					3
							1						
1	1	5										5	
							1	2					
								1	1				
9	4	51										50	
							7	8					
							12	4					
							5	1	2				
							7	1	3				
1		1					1					1	
1	1	3										3	5
							1						
								1					
								1					
1		2						1	1			2	
	1	1							1			1	
1		1						1				1	
6	3	25										22	2
							1	4					
							4	3	1				
								1					
							1						
							3	3	1				
1	1	9										9	
							1	1					
							1	1					
							3	1	1				
		6											
	2	3										3	
							1	1					
							1						
1	1	2										2	2
								1					
									1				
	1	8										8	
							1	3					

	OGWDW	
	OST	
	OWM	
	OWOW	
1109-Grants Management (OGWDW)		1
905-General Attorney		8
301- Scientific & Senior Level Positions		5
	OAA	
	OGWDW	
	OST	
	OWOW	
Grand Total		**580**

								1					
								1					
								1					
									1				
1		1						1				1	
2		8											
4		1										5	2
											2		
											1		
											1		
											1		
103	**94**	**502**			4	3	173	149	68		5	402	30

		1 supervisory

Region 1	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BOSTON,MASSACHUSETTS	**511**	**120**	**185**
1035-Public Affairs	11	1	5
1101-General Business and Industry	2		
1102-Contracting	7		
1109-Grants Management	8	4	2
1160-Financial Analysis	2		1
1301-General Physical Science	72	18	22
1306-Health Physics	1		
1315-Hydrology	2		1
1350-Geology	1	1	
1399-Physical Science Student Trainee	1		
1810-General Investigating	1	1	
18-Safety and Occupational Health Management	2		
201-Human Resources Management	5	2	2
2210-Information Technology Management	19	4	6
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	85	22	39
29-Environmental Protection Assistant	8	2	5
301-Miscellaneous Administration and Program	9	2	3
303-Miscellaneous Clerk and Assistant	2	1	
304-Information Receptionist	1	1	
306-Government Information Specialist	1		1
318-Secretary	4	1	1
326-Office Automation Clerical and Assistance	2	1	
340-Program Management	8	3	5
342-Support Services Administration	3	1	
343-Management and Program Analysis	13	3	5
344-Management and Program Clerical and Assistance	1		1
399-Administration and Office Support Student Trainee	1		
401-General Natural Resources Management and Biological Sciences	29	4	6
499-Biological Science Student Trainee	9		
501-Financial Administration and Program	9		3
510-Accounting	3		1
525-Accounting Technician	1		1
560-Budget Analysis	4	2	2
80-Security Administration	1		
819-Environmental Engineering	121	29	56
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	54	17	17
950-Paralegal Specialist	3		
99-General Student Trainee	2		
CHELMSFORD,MASSACHUSETTS	**4**		

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
473														
11														
2														
5														
7														
2														
70														
1														
2														
1														
1														
1														
5														
19														
1														
84														
8														
9														
2														
1														
1														
4														
2														
8														
3														
13														
1														
18														
2														
8														
3														
1														
4														
1														
116														
53														
3														
2														

1301-General Physical Science	2		
819-Environmental Engineering	2		
LEXINGTON,MASSACHUSETTS	**1**		**1**
819-Environmental Engineering	1		1
NORTH CHELMSFORD,MASSACH	**51**	**17**	**15**
1301-General Physical Science	11	6	1
1320-Chemistry	16	5	6
1399-Physical Science Student Trainee	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	2		2
318-Secretary	1	1	
340-Program Management	1	1	
342-Support Services Administration	2		
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	5	3	
819-Environmental Engineering	8	1	4
899-Engineering and Architecture Student Trainee	1		
Grand Total	**567**	**137**	**201**

1														
1														
1														
1														
45														
10														
14														
1														
1														
2														
1														
1														
2														
1														
5														
7														
521														

Region 2	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ALBANY,NEW YORK	**5**	**1**	
1035-Public Affairs	1		
1301-General Physical Science	2	1	
819-Environmental Engineering	2		
BUFFALO,NEW YORK	**1**		
1301-General Physical Science	1		
EDISON,NEW JERSEY	**143**	**34**	**45**
1301-General Physical Science	66	15	29
1320-Chemistry	19	6	3
1350-Geology	1		1
28-Environmental Protection Specialist	4	1	
303-Miscellaneous Clerk and Assistant	2	2	
318-Secretary	4		2
401-General Natural Resources Management and Biological Sciences	20	3	3
403-Microbiology	4		
690-Industrial Hygiene	1		
801-General Engineering	2	1	
819-Environmental Engineering	19	6	6
830-Mechanical Engineering	1		1
GUAYNABO,PUERTO RICO	**19**	**2**	**3**
1035-Public Affairs	1		
1301-General Physical Science	6	1	
318-Secretary	2		2
819-Environmental Engineering	7	1	1
905-General Attorney	2		
#N/A	1		
NEW YORK, NEW YORK	**582**	**159**	**181**
1035-Public Affairs	14	3	4
1102-Contracting	9	4	2
1109-Grants Management	11	2	3
1160-Financial Analysis	1	1	
1301-General Physical Science	107	20	41
1306-Health Physics	2	1	
1315-Hydrology	4	3	
1320-Chemistry	1	1	
1350-Geology	15	9	2
1550-Computer Science	2		
1810-General Investigating	1		
201-Human Resources Management	7	2	2
2210-Information Technology Management	12	3	2
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	41	9	11

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
4														
1														
2														
1														
130														
63														
16														
1														
4														
2														
4														
14														
4														
1														
2														
18														
1														
16														
1														
6														
2														
6														
1														
542														
13														
9														
11														
1														
97														
2														
4														
1														
14														
2														
7														
12														
1														
41														

301-Miscellaneous Administration and Program	4	3	
303-Miscellaneous Clerk and Assistant	12	2	8
306-Government Information Specialist	3		2
308-Records Management	2		1
318-Secretary	26	3	14
326-Office Automation Clerical and Assistance	1	1	
340-Program Management	8	3	2
341-Administrative Officer	1	1	
342-Support Services Administration	1		
343-Management and Program Analysis	8	2	1
401-General Natural Resources Management and Biological Sciences	33	6	2
415-Toxicology	1	1	
501-Financial Administration and Program	4		1
505-Financial Management	1		
510-Accounting	9		5
525-Accounting Technician	3		2
560-Budget Analysis	5		4
801-General Engineering	1	1	
808-Architecture	1		
819-Environmental Engineering	147	45	51
901-General Legal and Kindred Administration	1		
905-General Attorney	76	30	17
950-Paralegal Specialist	5	3	2
963-Legal Instruments Examining	1		1
NEW YORK,NEW YORK	**2**		**1**
1035-Public Affairs	1		1
401-General Natural Resources Management and Biological Sciences	1		
NIAGARA FALLS,NEW YORK	**1**	**1**	
1035-Public Affairs	1	1	
SAN JUAN,PUERTO RICO	**3**	**1**	
510-Accounting	1		
819-Environmental Engineering	1	1	
905-General Attorney	1		
SANTURCE,PUERTO RICO	**24**	**6**	**6**
1301-General Physical Science	6	1	1
1350-Geology	1		
318-Secretary	1	1	
401-General Natural Resources Management and Biological Sciences	1		1
819-Environmental Engineering	14	4	4
905-General Attorney	1		
ST THOMAS,VIRGIN ISLANDS	**2**		**1**
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		1
STAMFORD,CONNECTICUT	**1**	**1**	
1301-General Physical Science	1	1	
VIEQUES, VIEQUES,PUERTO	**1**		**1**
819-Environmental Engineering	1		1

4														
12														
2														
1														
26														
1														
7														
1														
8														
23														
1														
4														
1														
9														
3														
5														
1														
1														
139														
1														
71														
5														
1														
2														
1														
1														
1														
1														
3														
1														
1														
1														
24														
6														
1														
1														
1														
14														
1														
2														
1														
1														
1														
1														
1														
1														

Grand Total	**784**	**205**	**238**

726													

Region 3	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANNAPOLIS JUNC,MARYLAND	**1**		
28-Environmental Protection Specialist	1		
ANNAPOLIS,MARYLAND	**21**	**6**	**6**
1035-Public Affairs	1		
1301-General Physical Science	5	1	3
28-Environmental Protection Specialist	9	1	3
318-Secretary	1	1	
340-Program Management	2	2	
341-Administrative Officer	1		
343-Management and Program Analysis	1	1	
819-Environmental Engineering	1		
BLUEMONT,VIRGINIA	**1**		
819-Environmental Engineering	1		
CHARLESTON,WEST VIRGINIA	**2**		
301-Miscellaneous Administration and Program	1		
905-General Attorney	1		
FORT MEADE,MARYLAND	**45**	**11**	**9**
1301-General Physical Science	16	5	4
1320-Chemistry	15	3	3
1399-Physical Science Student Trainee	1		
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
301-Miscellaneous Administration and Program	2		1
342-Support Services Administration	1		
401-General Natural Resources Management and Biological Sciences	4	1	
819-Environmental Engineering	3	2	
905-General Attorney	1		1
HERNDON,VIRGINIA	**1**		**1**
905-General Attorney	1		1
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**
1035-Public Affairs	19	6	3
1101-General Business and Industry	1		
1102-Contracting	12	5	2
1109-Grants Management	11	4	3
1160-Financial Analysis	5	2	
1301-General Physical Science	154	26	28
1306-Health Physics	1		1
1315-Hydrology	1	1	
1340-Meteorology	1		
1350-Geology	5	1	2
1399-Physical Science Student Trainee	4		
1810-General Investigating	4	3	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
20														
5														
9														
1														
2														
1														
1														
1														
1														
1														
2														
1														
1														
38														
16														
11														
1														
1														
1														
1														
3														
3														
1														
1														
1														
643														
19														
1														
12														
9														
5														
130														
1														
1														
1														
5														
4														

18-Safety and Occupational Health Management	1		
201-Human Resources Management	12	3	1
2210-Information Technology Management	19	7	5
2299-Information Technology Student Trainee	2		
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	89	29	43
299-Human Resources Management Student Trainee	1		
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	13	2	6
303-Miscellaneous Clerk and Assistant	9	1	
306-Government Information Specialist	1		1
308-Records Management	1		
318-Secretary	18	3	9
326-Office Automation Clerical and Assistance	2	2	
340-Program Management	10	4	5
342-Support Services Administration	4	1	3
343-Management and Program Analysis	19	4	3
350-Equipment Operator	1	1	
401-General Natural Resources Management and Biological Sciences	75	5	4
408-Ecology	3	1	1
414-Entomology	1		
415-Toxicology	9	3	5
457-Soil Conservation	1	1	
499-Biological Science Student Trainee	4		
501-Financial Administration and Program	6	4	2
505-Financial Management	1	1	
510-Accounting	8	1	4
525-Accounting Technician	1		
560-Budget Analysis	1	1	
819-Environmental Engineering	128	33	35
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	70	23	27
950-Paralegal Specialist	4	1	1
#N/A	2	1	
RICHMOND,VIRGINIA	**1**		**1**
1301-General Physical Science	1		1
TITUSVILLE,PENNSYLVANIA	**1**		**1**
1301-General Physical Science	1		1
WASHINGTON,DC	**1**		
28-Environmental Protection Specialist	1		
WHEELING,WEST VIRGINIA	**13**	**2**	**2**
1301-General Physical Science	2	1	
1315-Hydrology	1	1	
28-Environmental Protection Specialist	2		1
401-General Natural Resources Management and Biological Sciences	7		
819-Environmental Engineering	1		1

1														
10														
19														
1														
88														
1														
1														
13														
9														
1														
1														
18														
2														
10														
4														
16														
1														
42														
3														
1														
9														
1														
6														
1														
7														
1														
1														
111														
1														
70														
4														
1														
1														
1														
1														
1														
1														
1														
13														
2														
1														
2														
7														
1														

Grand Total	**826**	**199**	**217**

722													

Region 4	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ATHENS,GEORGIA	**85**	**14**	**15**
1301-General Physical Science	20	4	5
1311-Physical Science Technician	1	1	
1320-Chemistry	20	4	2
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	2		
28-Environmental Protection Specialist	1		
301-Miscellaneous Administration and Program	1	1	
318-Secretary	2		
341-Administrative Officer	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	18	2	4
415-Toxicology	1		
819-Environmental Engineering	15	2	4
ATLANTA,GEORGIA	**806**	**148**	**275**
1001-General Arts and Information	1	1	
1035-Public Affairs	13		4
1071-Audiovisual Production	2		1
1084-Visual Information	1		1
1101-General Business and Industry	2		2
1102-Contracting	9	1	1
1106-Procurement Clerical and Technician	1	1	
1109-Grants Management	10	3	3
1160-Financial Analysis	3	1	
1301-General Physical Science	158	27	61
1315-Hydrology	5	1	
1320-Chemistry	1		
1350-Geology	2	2	
150-Geography	1		
1810-General Investigating	5	1	3
201-Human Resources Management	6	2	2
2210-Information Technology Management	12	2	5
260-Equal Employment Opportunity	2		1
28-Environmental Protection Specialist	58	12	25
29-Environmental Protection Assistant	1		1
301-Miscellaneous Administration and Program	23	4	8
303-Miscellaneous Clerk and Assistant	15	6	2
306-Government Information Specialist	11	3	7
308-Records Management	2		
318-Secretary	11	3	6
326-Office Automation Clerical and Assistance	1		
335-Computer Clerk and Assistant	1		1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
71														
15														
1														
17														
1														
1														
1														
1														
1														
2														
16														
1														
14														
730														
1														
10														
2														
1														
2														
9														
1														
9														
3														
147														
3														
1														
2														
5														
6														
12														
2														
52														
1														
20														
14														
9														
1														
10														
1														
1														

340-Program Management	12	4	6
341-Administrative Officer	3		2
342-Support Services Administration	3		
343-Management and Program Analysis	24	2	15
3502-Laboring	1		
401-General Natural Resources Management and Biological Sciences	91	14	15
408-Ecology	2		
415-Toxicology	4		3
499-Biological Science Student Trainee	1		
501-Financial Administration and Program	7	3	4
505-Financial Management	1		1
510-Accounting	2		1
560-Budget Analysis	11	4	3
5703-Motor Vehicle Operating	2		
601-General Health Science	1		1
690-Industrial Hygiene	1		
801-General Engineering	1	1	
80-Security Administration	2		
819-Environmental Engineering	212	39	70
840-Nuclear Engineering	1		1
905-General Attorney	65	10	18
950-Paralegal Specialist	1	1	
986-Legal Assistance	1		1
BAY ST LOUIS,MISSISSIPPI	**11**	**1**	**3**
1301-General Physical Science	2		1
28-Environmental Protection Specialist	1		
340-Program Management	2		2
343-Management and Program Analysis	3	1	
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	1		
CHARLOTTE,NORTH CAROLINA	**1**		
819-Environmental Engineering	1		
CRAWFORDVILLE,FLORIDA	**1**		
401-General Natural Resources Management and Biological Sciences	1		
DURHAM,NORTH CAROLINA	**1**	**1**	
28-Environmental Protection Specialist	1	1	
GULFPORT,MISSISSIPPI	**3**		
1301-General Physical Science	1		
819-Environmental Engineering	2		
JACKSON,MISSISSIPPI	**1**		**1**
819-Environmental Engineering	1		1
JACKSON,TENNESSEE	**1**		**1**
819-Environmental Engineering	1		1
JACKSONVILLE,FLORIDA	**1**		**1**
1301-General Physical Science	1		1
LOUISVILLE,KENTUCKY	**1**	**1**	
819-Environmental Engineering	1	1	

11														
3														
3														
22														
1														
77														
2														
4														
7														
1														
2														
8														
2														
1														
1														
1														
1														
195														
1														
60														
1														
1														
11														
2														
1														
2														
3														
2														
1														
1														
1														
1														
1														
1														
1														
2														
2														
1														
1														
1														
1														
1														
1														
1														
1														

MOBILE,ALABAMA	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1		1
WEST PALM BEACH,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
Grand Total	**914**	**166**	**297**

1														
1														
1														
1														
823														

Region 5	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
CARTERVILLE,ILLINOIS	**1**		**1**
1301-General Physical Science	1		1
CHICAGO HTS,ILLINOIS	**1**		
401-General Natural Resources Management and Biological Sciences	1		
CHICAGO,ILLINOIS	**1036**	**255**	**296**
1035-Public Affairs	18	5	5
1060-Photography	1		
1082-Writing and Editing	2	1	
1084-Visual Information	2		1
1101-General Business and Industry	2	1	
1102-Contracting	20	2	6
1106-Procurement Clerical and Technician	1		1
1109-Grants Management	12	1	3
1160-Financial Analysis	5	2	
1301-General Physical Science	201	43	50
1306-Health Physics	2	1	1
1315-Hydrology	3		
1320-Chemistry	25	8	1
1340-Meteorology	1		1
1350-Geology	11	5	2
1399-Physical Science Student Trainee	3		
1530-Statistics	1	1	
1702-Education and Training Technician	2	1	1
1750-Instructional Systems	1		
1810-General Investigating	5	3	1
18-Safety and Occupational Health Management	3		
2001-General Supply	2		
201-Human Resources Management	10	3	2
20-Community Planning	4		
2210-Information Technology Management	31	6	5
260-Equal Employment Opportunity	4	1	2
28-Environmental Protection Specialist	160	46	73
301-Miscellaneous Administration and Program	24	5	13
303-Miscellaneous Clerk and Assistant	25	9	9
305-Mail and File	1		
306-Government Information Specialist	12	3	5
308-Records Management	9	1	4
318-Secretary	4		1
326-Office Automation Clerical and Assistance	1		
335-Computer Clerk and Assistant	1	1	
340-Program Management	22	10	6
341-Administrative Officer	5	1	3

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
939														
18														
1														
2														
2														
2														
18														
1														
12														
5														
180														
2														
1														
22														
1														
9														
1														
2														
1														
4														
2														
1														
8														
3														
30														
4														
155														
24														
25														
1														
11														
9														
3														
1														
1														
22														
5														

343-Management and Program Analysis	34	13	8
344-Management and Program Clerical and Assistance	3	1	1
399-Administration and Office Support Student Trainee	11	1	
401-General Natural Resources Management and Biological Sciences	42	7	5
403-Microbiology	1		
408-Ecology	3	1	
415-Toxicology	3	2	
471-Agronomy	1		
501-Financial Administration and Program	4	3	1
505-Financial Management	1		1
510-Accounting	15	5	5
560-Budget Analysis	7	1	1
599-Financial Management Student Trainee	2		
601-General Health Science	4	2	1
80-Security Administration	2		2
819-Environmental Engineering	159	23	43
890-Agricultural Engineering	1		
893-Chemical Engineering	1		1
899-Engineering and Architecture Student Trainee	3		
905-General Attorney	94	32	29
950-Paralegal Specialist	3	3	
986-Legal Assistance	1		1
999-Legal Occupations Student Trainee	3		
#N/A	2	1	1
CINCINNATI,OHIO	**1**		**1**
1301-General Physical Science	1		1
CLEVELAND,OHIO	**1**		
28-Environmental Protection Specialist	1		
DETROIT,MICHIGAN	**2**		**1**
1301-General Physical Science	1		1
415-Toxicology	1		
ELMHURST,ILLINOIS	**1**		
1301-General Physical Science	1		
FLINT,MICHIGAN	**1**		
1035-Public Affairs	1		
GREEN BAY,WISCONSIN	**1**		
1301-General Physical Science	1		
GROSSE ILE,MICHIGAN	**13**		**3**
1301-General Physical Science	9		1
1670-Equipment Services	1		
303-Miscellaneous Clerk and Assistant	1		1
401-General Natural Resources Management and Biological Sciences	2		1
INDIANAPOLIS,INDIANA	**2**		
1301-General Physical Science	1		
401-General Natural Resources Management and Biological Sciences	1		
MADISON,WISCONSIN	**1**		**1**
401-General Natural Resources Management and Biological Sciences	1		1

34														
3														
2														
36														
1														
3														
3														
1														
4														
1														
15														
7														
2														
4														
2														
134														
1														
1														
89														
3														
1														
1														
2														
1														
1														
1														
1														
2														
1														
1														
1														
1														
1														
1														
1														
1														
11														
7														
1														
1														
2														
2														
1														
1														
1														
1														

MINNEAPOLIS,MINNESOTA	**1**	**1**	
1301-General Physical Science	1	1	
ST PAUL,MINNESOTA	**1**		
1301-General Physical Science	1		
TRAVERSE CITY,MICHIGAN	**2**	**1**	**1**
28-Environmental Protection Specialist	1		1
819-Environmental Engineering	1	1	
WESTLAKE,OHIO	**17**	**1**	**5**
1301-General Physical Science	6	1	2
1350-Geology	2		1
301-Miscellaneous Administration and Program	1		1
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	6		1
Grand Total	**1082**	**258**	**309**

1														
1														
2														
1														
1														
14														
4														
2														
1														
2														
5														
978														

Region 6	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ADA,OKLAHOMA	**1**		
28-Environmental Protection Specialist	1		
DALLAS,TEXAS	**687**	**204**	**158**
1001-General Arts and Information	1	1	
1035-Public Affairs	11	3	4
1102-Contracting	7	1	1
1109-Grants Management	10		5
1160-Financial Analysis	1		
1301-General Physical Science	148	44	22
1306-Health Physics	1	1	
1350-Geology	3	1	1
18-Safety and Occupational Health Management	1	1	
201-Human Resources Management	6		1
2210-Information Technology Management	9	2	2
260-Equal Employment Opportunity	2	1	
28-Environmental Protection Specialist	139	49	41
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	19	7	3
306-Government Information Specialist	3	1	2
308-Records Management	1	1	
318-Secretary	14	6	5
326-Office Automation Clerical and Assistance	1		
340-Program Management	8	6	1
341-Administrative Officer	3	2	1
342-Support Services Administration	7	1	3
343-Management and Program Analysis	21	7	3
344-Management and Program Clerical and Assistance	1	1	
391-Telecommunications	2		1
401-General Natural Resources Management and Biological Sciences	49	4	4
415-Toxicology	3	1	1
501-Financial Administration and Program	8	3	2
505-Financial Management	1		
510-Accounting	3	1	1
560-Budget Analysis	1		1
80-Security Administration	1		
819-Environmental Engineering	132	43	39
905-General Attorney	63	13	10
950-Paralegal Specialist	5	2	3
986-Legal Assistance	1		1
EL PASO,TEXAS	**6**	**2**	**2**
1301-General Physical Science	1		
28-Environmental Protection Specialist	1	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
619														
1														
9														
5														
9														
1														
136														
1														
3														
1														
6														
8														
2														
134														
1														
18														
3														
1														
13														
1														
8														
3														
6														
20														
1														
2														
23														
3														
8														
3														
1														
127														
55														
5														
1														
6														
1														
1														

318-Secretary	1	1	
819-Environmental Engineering	3		2
HOUSTON,TEXAS	**41**	**19**	**6**
1035-Public Affairs	1	1	
1301-General Physical Science	8	3	4
1320-Chemistry	19	10	1
1399-Physical Science Student Trainee	2		
28-Environmental Protection Specialist	1		
343-Management and Program Analysis	1	1	
344-Management and Program Clerical and Assistance	1	1	
401-General Natural Resources Management and Biological Sciences	3	1	1
819-Environmental Engineering	4	1	
905-General Attorney	1	1	
NEW ORLEANS,LOUISIANA	**1**		
1301-General Physical Science	1		
PAWHUSKA,OKLAHOMA	**2**	**2**	
819-Environmental Engineering	2	2	
Grand Total	**738**	**227**	**166**

1														
3														
40														
1														
8														
19														
1														
1														
1														
1														
3														
4														
1														
1														
1														
2														
2														
669														

Region 7	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
COLUMBUS,KANSAS	**1**		
401-General Natural Resources Management and Biological Sciences	1		
DES MOINES,IOWA	**1**	**1**	
819-Environmental Engineering	1	1	
FENTON,MISSOURI	**3**		
1301-General Physical Science	2		
28-Environmental Protection Specialist	1		
KANSAS CITY,KANSAS	**53**	**12**	**9**
1301-General Physical Science	14	3	3
1320-Chemistry	17	4	2
1399-Physical Science Student Trainee	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	4	1	1
318-Secretary	1		
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	7	1	
690-Industrial Hygiene	1	1	
819-Environmental Engineering	6	1	2
KANSAS CITY,MISSOURI	**6**	**1**	
1301-General Physical Science	4		
343-Management and Program Analysis	1	1	
819-Environmental Engineering	1		
LENEXA,KANSAS	**442**	**61**	**101**
1035-Public Affairs	11	2	2
1084-Visual Information	2		1
1101-General Business and Industry	2	1	
1102-Contracting	10	1	1
1109-Grants Management	6	3	
1160-Financial Analysis	1		1
1301-General Physical Science	102	10	21
1340-Meteorology	1		
1350-Geology	3		
1410-Librarian	1	1	
2001-General Supply	1		
2005-Supply Clerical and Technician	1	1	
201-Human Resources Management	4		3
20-Community Planning	2		
2210-Information Technology Management	9	2	
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	43	5	13
301-Miscellaneous Administration and Program	6	2	
306-Government Information Specialist	3	2	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
46														
12														
16														
1														
4														
1														
6														
1														
5														
6														
4														
1														
1														
384														
10														
2														
2														
10														
6														
1														
89														
2														
1														
1														
1														
4														
1														
6														
1														
39														
6														
3														

308-Records Management	2		1
318-Secretary	15	1	2
326-Office Automation Clerical and Assistance	1		
340-Program Management	11	2	6
342-Support Services Administration	2		2
343-Management and Program Analysis	29	3	4
399-Administration and Office Support Student Trainee	2		
401-General Natural Resources Management and Biological Sciences	33	2	1
408-Ecology	3		1
415-Toxicology	1		
501-Financial Administration and Program	3		
503-Financial Clerical and Assistance	2		1
505-Financial Management	1		1
510-Accounting	4		1
511-Auditing	1		1
560-Budget Analysis	1		
690-Industrial Hygiene	1		
801-General Engineering	1		1
808-Architecture	1	1	
80-Security Administration	1		
819-Environmental Engineering	63	14	25
840-Nuclear Engineering	2		
899-Engineering and Architecture Student Trainee	2		
905-General Attorney	42	8	10
950-Paralegal Specialist	5		1
99-General Student Trainee	3		
#N/A	1		1
NORWOOD,OHIO	**1**		**1**
560-Budget Analysis	1		1
SHALIMAR,FLORIDA	**1**		
510-Accounting	1		
WEBB CITY,MISSOURI	**1**		**1**
1301-General Physical Science	1		1
Grand Total	**509**	**75**	**112**

2														
15														
1														
11														
2														
27														
1														
23														
3														
1														
2														
2														
1														
4														
1														
1														
1														
1														
1														
1														
53														
2														
37														
5														
1														
1														
1														
1														
1														
1														
1														
444														

Region 8	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
BUTTE,MONTANA	**1**	**1**	
1301-General Physical Science	1	1	
DENVER,COLORADO	**486**	**92**	**110**
1035-Public Affairs	11	1	1
1101-General Business and Industry	1		
1102-Contracting	6		3
1109-Grants Management	7	1	1
1160-Financial Analysis	2		1
1301-General Physical Science	102	21	19
1320-Chemistry	2	1	
1350-Geology	1		
1530-Statistics	1		1
1640-Facility Operations Services	1		
2005-Supply Clerical and Technician	1		
201-Human Resources Management	3		1
2210-Information Technology Management	11	2	3
260-Equal Employment Opportunity	1		
28-Environmental Protection Specialist	117	20	32
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	16	3	4
306-Government Information Specialist	3	1	1
308-Records Management	1		
318-Secretary	2		
326-Office Automation Clerical and Assistance	1	1	
340-Program Management	4		3
343-Management and Program Analysis	19	3	8
401-General Natural Resources Management and Biological Sciences	9		1
403-Microbiology	1		
415-Toxicology	9	3	
501-Financial Administration and Program	7	2	3
503-Financial Clerical and Assistance	2		1
510-Accounting	6	1	1
601-General Health Science	1		
690-Industrial Hygiene	1		
80-Security Administration	2		1
819-Environmental Engineering	86	17	21
905-General Attorney	43	12	3
950-Paralegal Specialist	2	1	
986-Legal Assistance	1		
#N/A	2	1	1
GOLDEN,COLORADO	**14**	**3**	**4**
1301-General Physical Science	2	1	1

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
451														
11														
1														
5														
7														
2														
94														
2														
1														
1														
1														
1														
3														
11														
1														
115														
1														
14														
3														
1														
1														
1														
4														
19														
6														
1														
8														
7														
2														
5														
1														
1														
2														
79														
35														
2														
2														
13														
2														

1320-Chemistry	7	2	1
2210-Information Technology Management	1		
301-Miscellaneous Administration and Program	1		
401-General Natural Resources Management and Biological Sciences	3		2
HELENA,MONTANA	**25**	**2**	**12**
1035-Public Affairs	1		
1301-General Physical Science	7		4
1315-Hydrology	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	5		4
301-Miscellaneous Administration and Program	1		1
341-Administrative Officer	2	1	
401-General Natural Resources Management and Biological Sciences	1		
501-Financial Administration and Program	1		1
819-Environmental Engineering	4		1
905-General Attorney	1	1	
LIBBY,MONTANA	**1**		**1**
819-Environmental Engineering	1		1
PIERRE,SOUTH DAKOTA	**1**		
819-Environmental Engineering	1		
Grand Total	**528**	**98**	**127**

6														
1														
1														
3														
24														
1														
7														
1														
1														
5														
1														
2														
1														
1														
3														
1														
1														
1														
1														
1														
491														

Region 9	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
CARSON CITY,NEVADA	**3**	**1**	**2**
1301-General Physical Science	2	1	1
819-Environmental Engineering	1		1
HONOLULU,HAWAII	**7**	**1**	**3**
1035-Public Affairs	1		1
1301-General Physical Science	3	1	1
28-Environmental Protection Specialist	2		1
401-General Natural Resources Management and Biological Sciences	1		
LONG BEACH,CALIFORNIA	**2**		
1301-General Physical Science	1		
819-Environmental Engineering	1		
LOS ANGELES,CALIFORNIA	**19**	**2**	**3**
1035-Public Affairs	1		
1301-General Physical Science	1		
1810-General Investigating	1		
2210-Information Technology Management	1		1
28-Environmental Protection Specialist	8	1	1
318-Secretary	1		
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	2		
819-Environmental Engineering	3	1	
PACIFICA,CALIFORNIA	**1**		
343-Management and Program Analysis	1		
RICHMOND,CALIFORNIA	**11**	**5**	**2**
1301-General Physical Science	3	1	1
1320-Chemistry	4	2	
2210-Information Technology Management	1	1	
401-General Natural Resources Management and Biological Sciences	3	1	1
SACRAMENTO,CALIFORNIA	**3**		**1**
1301-General Physical Science	2		1
401-General Natural Resources Management and Biological Sciences	1		
SAN DIEGO,CALIFORNIA	**8**		**4**
28-Environmental Protection Specialist	6		2
819-Environmental Engineering	2		2
SAN FRANCISCO,CALIFORNIA	**677**	**134**	**193**
1035-Public Affairs	5		1
1071-Audiovisual Production	1		
1082-Writing and Editing	2	1	1
1101-General Business and Industry	7	1	5
1102-Contracting	12	3	1
1109-Grants Management	13	1	8
1301-General Physical Science	99	19	25

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
3														
2														
1														
7														
1														
3														
2														
1														
2														
1														
1														
19														
1														
1														
1														
1														
8														
1														
1														
2														
3														
1														
1														
11														
3														
4														
1														
3														
3														
2														
1														
7														
5														
2														
619														
4														
1														
2														
7														
12														
12														
84														

1320-Chemistry	1		1
1370-Cartography	2		1
1410-Librarian	1	1	
150-Geography	1		1
1810-General Investigating	1		1
18-Safety and Occupational Health Management	1		1
201-Human Resources Management	4	3	1
2210-Information Technology Management	21	7	11
260-Equal Employment Opportunity	1		1
28-Environmental Protection Specialist	201	37	59
29-Environmental Protection Assistant	3	1	2
301-Miscellaneous Administration and Program	6	1	3
303-Miscellaneous Clerk and Assistant	8	3	2
306-Government Information Specialist	1		
308-Records Management	1		1
318-Secretary	6	3	1
340-Program Management	7	4	2
341-Administrative Officer	6	3	2
342-Support Services Administration	1		1
343-Management and Program Analysis	11	3	3
391-Telecommunications	3	1	1
401-General Natural Resources Management and Biological Sciences	42	3	6
415-Toxicology	3	1	2
501-Financial Administration and Program	2	1	1
505-Financial Management	1		1
510-Accounting	3	1	1
560-Budget Analysis	14	4	2
561-Budget Clerical and Assistance	1		
690-Industrial Hygiene	1	1	
80-Security Administration	2		1
819-Environmental Engineering	112	16	28
893-Chemical Engineering	1		
905-General Attorney	68	15	15
#N/A	1		
SHIPROCK,NEW MEXICO	**1**		
401-General Natural Resources Management and Biological Sciences	1		
STATELINE,NEVADA	**1**	**1**	
819-Environmental Engineering	1	1	
TUCSON,ARIZONA	**2**	**1**	
28-Environmental Protection Specialist	2	1	
YREKA,CALIFORNIA	**1**		
28-Environmental Protection Specialist	1		
Grand Total	**736**	**145**	**208**

1														
2														
1														
1														
1														
1														
4														
20														
1														
192														
3														
6														
8														
1														
1														
6														
7														
6														
1														
11														
3														
33														
3														
2														
1														
3														
14														
1														
1														
2														
99														
61														
1														
1														
1														
1														
2														
2														
1														
1														
677														

Region 10	Total Non-Term Employees	Retirement Eligible	VERA Eligible (does not include RE)
ANCHORAGE,ALASKA	**27**	**3**	**3**
1301-General Physical Science	5		
28-Environmental Protection Specialist	14	2	1
340-Program Management	1		1
343-Management and Program Analysis	1	1	
401-General Natural Resources Management and Biological Sciences	4		1
819-Environmental Engineering	1		
89-Emergency Management Specialist	1		
BOISE,IDAHO	**20**	**6**	**3**
1301-General Physical Science	10	4	1
28-Environmental Protection Specialist	6	1	1
340-Program Management	1	1	
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		1
COEUR D ALENE,IDAHO	**1**		**1**
28-Environmental Protection Specialist	1		1
EUGENE,OREGON	**1**	**1**	
28-Environmental Protection Specialist	1	1	
JUNEAU,ALASKA	**2**		**1**
1301-General Physical Science	1		1
28-Environmental Protection Specialist	1		
KING,WASHINGTON	**1**		
306-Government Information Specialist	1		
LACEY,WASHINGTON	**9**	**1**	**4**
1035-Public Affairs	1		
28-Environmental Protection Specialist	6	1	2
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	1		1
MANCHESTER,WASHINGTON	**1**		
403-Microbiology	1		
PORT ORCHARD,WASHINGTON	**19**	**1**	**3**
1301-General Physical Science	1		
1311-Physical Science Technician	1		
1320-Chemistry	10	1	1
1640-Facility Operations Services	1		
28-Environmental Protection Specialist	3		2
318-Secretary	1		
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		
PORTLAND,OREGON	**22**	**6**	**4**
1035-Public Affairs	1	1	

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
27														
5														
14														
1														
1														
4														
1														
1														
19														
10														
6														
1														
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18														
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1														
10														
3														
1														
1														
1														
22														
1														

1301-General Physical Science	4	1	
201-Human Resources Management	1		
28-Environmental Protection Specialist	6	3	1
318-Secretary	1		
340-Program Management	2		2
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	2		1
408-Ecology	1		
819-Environmental Engineering	2	1	
905-General Attorney	1		
RICHLAND,WASHINGTON	**7**		**3**
1301-General Physical Science	4		2
819-Environmental Engineering	3		1
SEATTLE HEIGHTS,WASHINGT	**1**		
819-Environmental Engineering	1		
SEATTLE,WASHINGTON	**435**	**90**	**102**
1035-Public Affairs	8	2	1
1109-Grants Management	20	5	5
1301-General Physical Science	67	12	13
1306-Health Physics	1		
1315-Hydrology	1	1	
1320-Chemistry	4		1
1340-Meteorology	1		
201-Human Resources Management	2		1
2210-Information Technology Management	9	2	2
260-Equal Employment Opportunity	1	1	
28-Environmental Protection Specialist	146	27	38
29-Environmental Protection Assistant	1	1	
301-Miscellaneous Administration and Program	19	5	1
303-Miscellaneous Clerk and Assistant	2	1	
306-Government Information Specialist	4		2
308-Records Management	2		2
318-Secretary	7	4	1
340-Program Management	6	2	3
342-Support Services Administration	1		
343-Management and Program Analysis	11	3	2
401-General Natural Resources Management and Biological Sciences	17	4	3
408-Ecology	5	1	4
415-Toxicology	6	2	
482-Fish Biology	1		
501-Financial Administration and Program	2	1	
503-Financial Clerical and Assistance	1	1	
510-Accounting	3		
560-Budget Analysis	7	3	
690-Industrial Hygiene	1		
80-Security Administration	2		
819-Environmental Engineering	38	6	14

4														
1														
6														
1														
2														
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2														
1														
2														
1														
7														
4														
3														
1														
1														
394														
8														
13														
58														
1														
1														
3														
1														
2														
9														
1														
134														
1														
18														
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7														
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11														
16														
5														
6														
1														
2														
1														
3														
6														
1														
2														
35														

89-Emergency Management Specialist	2		
905-General Attorney	35	6	8
950-Paralegal Specialist	1		
#N/A	1		1
Grand Total	**546**	**108**	**124**

2														
30														
1														
1														
501														