General Notice to All Employees in AA-ship/Region

Insert Date

MEMORANDUM

SUBJECT: Voluntary Early Retirement Authority and Voluntary Separation Incentive Payment Opportunities

FROM: Insert Name
Insert Title (Assistant or Regional Administrator)

TO: All Insert Region or AAship Employees

This is a follow-up to Acting Deputy Administrator Mike Flynn's messages last month to all agency employees regarding Voluntary Early Retirement Authority and Voluntary Separation Incentive Payment opportunities. I am pleased to let you know that the U.S. Office of Personnel Management and the U.S. Office of Management and Budget have approved our request to offer VERA/VSIP opportunities to a limited number of EPA employees.

An employee whose position is in the VERA/VSIP pool will be receiving a separate letter from me. The letter will provide specifics on the application process; please be aware the application period opens on July 12, 2017 and closes at 11:59 p.m. Eastern time on July 26, 2017. Employees must depart the agency by September 2, 2017.

Commented [TC1]: Suggestion to change to "Eastern Standard Time"

Commented [TC2]: Suggestion to change wording to "no later than or COB September 2, 2017"

The decision to take advantage of a VERA or VSIP is entirely voluntary. This is a very personal decision. No one will be pressured to apply and no one is required to accept an offer. Employees are urged to carefully consider the information provided and their personal situation prior to deciding. Please contact {Insert RHRO or PMO} with any questions you may have about VERA/VSIP.

Notice to Employees in Targeted Positions

Insert Date

MEMORANDUM

SUBJECT: Voluntary Separation Incentive Payment and Voluntary Early Retirement Authority Opportunities

FROM: Insert Name
Insert Title (Assistant or Regional Administrator)

TO: Eligible Employees in Insert Region or AAship

The U.S. Office of Personnel Management and the U.S. Office of Management and Budget have approved our request to offer Voluntary Separation Incentive Payment (buy-out) and Voluntary Early Retirement Authority (early-out) opportunities. As our organization explores various workforce planning efforts, we want to take advantage of these and other flexibilities and tools to help ensure that our workforce possesses the mix of skills most appropriate for carrying out our mission. This decision was not made lightly; we value our dedicated employees and appreciate the work you perform on behalf of the American people.

In accordance with statute and regulations, we identified the specific grades, occupational series, and geographic locations designated for VERA and VSIP for OPM and OMB, and have received their approval for the categories identified in Attachment A. The total number of VSIPs offered will be INSERT #. If the number of applications received exceeds the total number of VSIPs we can offer under one of the categories identified in Attachment A, approvals will be based first on service computation date for leave and 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. Attachment A also shows the maximum number of applications that will be approved by organization, grade, occupational series, and geographic location, as applicable.

You can find basic eligibility criteria for VSIPs and VERAs in Attachment B. The {INSERT servicing SSC: Research Triangle Park, Las Vegas, Cincinnati or Executive Resources Division} Human Resources Shared Service Center can provide you with more information about VSIPs and VERAs, as well as benefits and retirements, and can assist you with retirement annuity estimates. Attachment C provides a list of your {INSERT servicing SSC or ERD} contacts.

If you decide to apply, you should do so early in the application period, which opens on July 12, 2017 and closes at 11:59 p.m. Eastern time on July 26, 2017. Applications submitted between 12:00 a.m. EST, July 12, 2017 and 11:59 p.m. EST, July 26, 2017, will be accepted on a first come, first served basis if the number of applications does not exceed the maximum VERA/VSIP offers available.

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Applications will be accepted during this period using the {insert hyperlink to application form}. Specific instructions on how and when to apply are in Attachment D. If your application is approved and you decide to proceed with VERA or VSIP, you must depart during the separation window which ends on September 2, 2017.

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The decision to take advantage of a VERA or VSIP is **entirely voluntary**. This is a very personal decision. No one will be pressured to submit an application, and no one is required to accept an offer. You are urged to carefully consider the information provided and your personal situation prior to making a decision.

We will continue to provide anyone considering this decision with useful information and expert contacts. We plan to use all flexibilities and tools available to help INSERT NAME OF REGION OR AAship most effectively support both individual employees as well as the agency's strategic mission.

Thank you.

Attachments

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Attachment A

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

PLEASE INSERT YOUR PROGRAM/REGION'S TARGETED POSITION DATA PROVIDED TO OPM. THE DATA SHOULD INCLUDE THE FOLLOWING AS APPROPRIATE: ORGANIZATION, TITLE, SERIES, GRADE, GEOGRAPHIC LOCATION, AND MAXIMUM NUMBER OF VSIP OFFERS BY ORGANIZATION/SERIES/GRADE/LOCATION.

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Attachment B

VOLUNTARY SEPARATION INCENTIVE PAYMENT (VSIP) AND VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA) ELIGIBILITY

NOTE: This chart is intended to provide information about general eligibility. If you have any questions about whether or not you meet any of the criteria, you should apply, so the Human Resources Shared Service Center can make an official determination.

You ARE eligible for a VSIP if you:	You ARE eligible for VERA if you:	You are NOT eligible for VSIP if you:
are serving under an appointment without time limitation	meet the minimum age and service requirements: - at least age 50 with at least 20 years of credible federal service OR - any age with at least 25 years of creditable federal service	are a reemployed annuitant
have been currently employed by the federal government for a continuous period of at least three years	have been continuously employed by the Agency for at least 31 days before the date your region or program office initially requested OPM approval for VERA	have a disability such that you are or would be eligible for disability retirement
are serving in a position covered by your region or program office's VSIP offer	are serving under an appointment without time limitation	have received a decision notice of involuntary separation for misconduct or unacceptable performance
apply for and receive approval for a VSIP from the Agency	have not received a final removal decision based on misconduct or unacceptable performance	have previously received a VSIP from the federal government
separate by September 2, 2017	are serving in a position covered by your region or program office's VERA offer	performed service during the 36-month period preceding the date of separation for which a student loan repayment benefit was paid or is to be paid
	retire under the VERA option during your program or region's VERA window	performed service during the 24-month period preceding the date of separation for which a recruitment or relocation bonus was paid or is to be paid
		performed service during the 12-month period preceding the date of separation for which a retention bonus was paid or is to be paid

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Attachment C

POINTS OF CONTACT

If you have questions about retirement and benefits or general questions about VERA and VSIP, please contact the {Servicing SSC or ERD} as shown below. You may also contact the {servicing SSC or ERD} if you have questions about FHR Navigator (the on-line retirement annuity tool) or wish to have a retirement estimate prepared.

Email: {[POC Email(s)} with "VERA/VSIP Related Request" in your email subject line.

Commented [TC6]: Please add CIN_HRSSC_Benefits_Central as the Cinti POC email address.

Telephone: {Number(s)}

Commented [TC7]: Please add 513-569-7699 as the Cinti POC phone number

If you have specific questions about **INSERT REGION OR AASHIP'S NAME** VERA or VSIP package, please contact **INSERT NAME, TELEPHONE NUMBER, AND EMAIL FOR THE POINT OF CONTACT FOR REGION OR AASHIP**.

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Attachment D

HOW AND WHEN TO APPLY FOR VERA AND VSIP

Before You Apply	Read the memorandum from your region or program office announcing the VERA and VSIP. You should ensure that you are in an approved employee category by reviewing Attachment A. **If you are interested in the VERA or VSIP but are unsure about your eligibility, you should apply during the application window, so the Human Resources Shared Service Center (HR SSC) can make an official determination.**
Where to Find Additional Information	The Office of Personnel Management has information on its website regarding **[HYPERLINK "https://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-early-retirement-authority/"]** and **[HYPERLINK "https://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-separation-incentive-payments/"]** You may also view additional information on the agency's VERA/VSIP **[HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"]** site. If you need additional information, please call or email the {servicing SSC or ERD} points of contact identified in Attachment C.
Estimating Retirement Pay	The **[HYPERLINK "https://fhrnavigator.com/frbweb/logon.do?operation=index&client=EPA&redir=1"]** allows you to estimate your basic annuity. Instructions on how to use the FHR Navigator can be found at **[HYPERLINK "http://intranet.epa.gov/policy/buyouts/pdfs/FHR-Navigator-Webinar.pdf"]**. If you would like to discuss your estimated annuity or other benefits or if you would like to have the {servicing SSC or ERD} run an estimate for you, please call or email the points of contact identified in Attachment C.
Application Window	The application window (the time during which you must apply for a VERA or VSIP) opens July 12, 2017 and closes at 11:59 pm Eastern Time on July 26, 2017. Applications submitted between 12:00 a.m. EST, July 12, 2017 and 11:59 p.m. EST, July 26, 2017, will be accepted on a first come, first service basis. Applications submitted after 11:59 p.m. EST, July 26, 2017, will not be considered.
Application Process	**Step 1:** Go to the electronic application form at {insert link} **Step 2:** Complete your application form and press submit when you have fully completed all of the blocks. If you need assistance completing this form and or you require an alternative text format, please contact your HR SSC identified in Attachment C for assistance in submitting an application. **You should apply early in the application window in case you experience any problems or issues in applying.** **Step 3:** You will receive an email notification when your application has been received by the HR SSC and your region or program office. **Step 4:** If you haven't already run your retirement estimate or haven't had the HR SSC complete an estimate for you, please follow the instructions in the box above on Estimating Retirement Pay to obtain an estimate.
After You Apply	The {servicing SSC or ERD} will review your application and notify you of your eligibility. You should receive a notification no later than August 2, 2017. If you are eligible and your application is approved, the {servicing SSC or ERD} will ask you to complete the necessary paperwork to process your separation.

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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 a 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 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 Checklist

Region or Program Office: **Office of Enforcement and Compliance Assurance**

Business Case

The Office of Enforcement and Compliance Assurance (OECA) is requesting authority for the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (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 Office 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 in the following job series: 1301 General Physical Science; 1320 Chemistry; 1350 Geology; 415 Toxicology; 401 General Natural Resources Management and Biological Sciences; 1801 General Inspection, Investigation, and Compliance; 0028 Environmental Protection Specialist; 0301 Miscellaneous Administration and Program; 0306 Government Information Specialist; 0308 Records Management; 0318 Secretary; 0341 Administrative Officer; 0986 Legal Assistance; 1601 Equipment, Facilities, and Services; 0344 Management and Program Clerical and Assistance; 0950 Paralegal Specialist; 1001 General Arts and Information; 1035 Public Affairs; 1412 Technical Information Services; 1083 Technical Writing and Editing; 1311 Physical Science Technician; 0340 Program Management, 0343 Management and Program Analysis; 0560 Budget Analysis; 1160 Financial Analysis; 0819 Environmental Engineering; 0830 Mechanical Engineering; 0893 Chemical Engineering; 1530 Statistics; 1529 Mathematical Statistics; 0905 General Attorney; and 2210 Information Technology Specialists. See Targeted Positions Template for detailed information for each job series.

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 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. See Targeted Positions Template for detailed information for each job series.

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	
# of Targeted Positions for VSIP x $25,000	$1,275,000
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}	$ 788,015
Total Maximum Direct Costs	$2,063,015

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	$ 1,275,000	
C. Leave Payout Cost	$ 788,015	
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for # New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 6,354,985	$ 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 # New Hires	$ 38,500	$ 77,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 354,200	$ 315,700
Projected Savings with VERA/VSIP (F + J)	$ 6,709,185	$ 7,818,700

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. $25,000 x 51.
C. Average hourly for GS-14/7 x 240 hours x 51 staff.
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.

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	

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

In order to address the U.S. Office of Management and Budget's directive (M-17-22) to reform the agency to be more efficient and effective, 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.

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

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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 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.

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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	
# 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	$70,252,000	$70,252,000
B. VERA/ VSIP Payout Cost	$1,625,000	

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C. Leave Payout Cost	$999,804	
D. Post VERA/VSIP Annual Payroll Cost	$61,720,339	$65,438,323
E. Payroll for # New Hires (GS 7,9,11) $28.35 x 2080 x 64 of Targeted Positions	$3,773,952	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,132,905	
G. Pre-VERA/VSIP Annual WCF Cost	$5,375,245	
H. Post VERA/VSIP Annual WCF Cost	$5,051,998	
I. WCF for # New Hires	$317,923	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$5,323	$5,323
Projected Savings with VERA/VSIP (F + J)	$2,178,228	$4,819,000 (A-D+J)

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.

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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.

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

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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.
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

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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.

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.

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Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 2,450,000
Annual Leave Pay Out for 98 Targeted Positions for VERA, Optional Retirement or Resignation {$64.86* per hour x 240 x 98 Targeted Positions}	$ 1,525,507.20
Total Maximum Direct Costs	$ 3,975,507.20

*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	$110,695,000	$110,695,000
B. VERA/ VSIP Payout Cost	$2,450,000	$2,450,000
C. Leave Payout Cost	$1,525,507.20	$1,525,507.20
D. Post VERA/VSIP Annual Payroll Cost	$96,485,000	$96,485,000
E. Payroll for 84 New Hires	$4,617,900	$4,617,900
F. Payroll Savings for 98 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,616,592.80	$5,616,592.80
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	$690,984	$690,984
J. WCF Savings for 98 VERA/VSIP Targeted Positions (J = G – H – I)	$115,164	$115,164
Projected Savings with VERA/VSIP (F + J)	$5,501,428.80	$5,501,428.80

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 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

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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.

VERA-Specific Information

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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

Table A – Direct Costs for VERA/VSIP	
27 VERA/VSIP Offers x $25,000	$ 675,000
Annual Leave Pay Out for # 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	$ 996797

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate[1]	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$43,281,345	$43,281,345
B. VERA/ VSIP Payout Cost[2]	$675,000	$0
C. Leave Payout Cost[2]	$321,797	$0
D. Post VERA/VSIP Annual Payroll Cost[2]	$39,913,078	$39,913,078
E. Payroll for 7 New Hires	$725,473	$725,473
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,645,997	$2642794
G. Pre-VERA/VSIP Annual WCF Cost[3]	$2,163,000	$2,163,000
H. Post VERA/VSIP Annual WCF Cost	$1,974,000	$1,974,000
I. WCF for # New Hires	$49,000	$49,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$140,000	$140,000
Projected Savings with VERA/VSIP (F + J)	$1785997	$2,782,794

[1]Based on FY 2017 projected payroll
[2]Calculations are based on a GS-12 Step 10 (for 2017 in Washington DC), the average cost of the targeted pool. Eligible employees are located in Washington, RTP, Cincinnati, and Las Vegas. 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.

[3]Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and is estimated at $7,000 per position. Savings for 27 positions for one year is $7,000 x 27 positions = $189,000.

VI. Office of Chemical Safety and Pollution Prevention

Business Case

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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 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.

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- 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	
# of Targeted Positions for VSIP x $25,000	$1,250,000 (50 x $25,000)
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}	$797,880 ($66.49 x 240 x 50)
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	$154,647,000	
B. VERA/ VSIP Payout Cost	$1,250,000	
C. Leave Payout Cost	$797,880	
D. Post VERA/VSIP Annual Payroll Cost	$147,732,050	
E. Payroll for # New Hires	$2,765,980	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,101,090	
G. Pre-VERA/VSIP Annual WCF Cost	$8,703,000	
H. Post VERA/VSIP Annual WCF Cost	$8,354,100	
I. WCF for # New Hires	$139,560	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$209,340	
Projected Savings with VERA/VSIP (F + J)	$2,310,430	

A. EPM and S&T payroll (EPM and S&T payroll).
B. $25,000 x 50
C. Average hourly for GS-13/5 x 240 hours x 50 staff ($66.49 x 240 x 50)
D. Anticipates all 50 staff (max offers) taking VERA/VSIP. Payroll in line A less fully loaded GS-13/5 ($138,299 x 50).
E. Assumes hiring of 20 new staff at yearly salary of $138,299 per employee.

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F. See calculation formula above.
G. From BAS 2016 Enacted
H. Anticipates all 50 staff (max offers) taking VERA/VSIP.
I. Assumes hiring of 20 new staff at yearly WCF cost of $6,978 per employee.
J. See calculation formula above.

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 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.

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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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$1,275,000
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}	$ 788,015
Total Maximum Direct Costs	$2,063,015

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	$ 1,275,000	
C. Leave Payout Cost	$ 788,015	
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for # New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 6,354,985	$ 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 # New Hires	$ 38,500	$ 77,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 354,200	$ 315,700
Projected Savings with VERA/VSIP (F + J)	$ 6,709,185	$ 7,818,700

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. $25,000 x 51.
C. Average hourly for GS-14/7 x 240 hours x 51 staff.
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.

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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.

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.

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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	
Max. Buyout Amount: 30 Targeted Positions for VSIP × $25,000	$ 750,000
Annual Leave Pay Out: Hourly rate based on the average grade and step (14/5) of the targeted pool $60.83 × 240 Hours × 30 Targeted Positions	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Table B – Estimated Savings or FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost (Appropriated and WCF; assuming 2% increase each year)	$58,118,909.46	$59,281,287.65
B. VERA/ VSIP Payout Cost	$750,000	
C. Leave Payout Cost	$437,976	
D. Post VERA/VSIP Annual Payroll Cost	$54,310,169	$55,472,548
E. Payroll for 30 New Hires	$573,179.00	$650,296.00
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$2,047,585.00	$3,158,444.00
G. Pre-VERA/VSIP Annual WCF Cost	$2,886,314.64	$2,886,314.64
H. Post VERA/VSIP Annual WCF Cost (30 departures)	$2,612,246.70	$2,612,246.70
I. WCF for 30 New Hires	$274,067.94	$274,067.94
J. WCF Savings for 30 VERA/VSIP Targeted Positions	$0	$0

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(J = G – H – I)		
Projected Savings with VERA/VSIP (F + J)	$2,047,585.00	$3,158,444.00

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 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.

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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 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 # 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	$359,379	$363,189
B. VERA/ VSIP Payout Cost	$ 50,000	$ 50,000
C. Leave Payout Cost	$ 40,685	$ 41,116
D. Post VERA/VSIP Annual Payroll Cost	$0	$0
E. Payroll for # New Hires	$85,363	$85,363
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$183,331	$185,805
G. Pre-VERA/VSIP Annual WCF Cost	$17,788	$17,979
H. Post VERA/VSIP Annual WCF Cost	$0	$0
I. WCF for # New Hires	$8,894	$8.989
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$8,894	$8,989
Projected Savings with VERA/VSIP (F + J)	$192,226	$194,794

Assumptions:

1. Annual Payroll cost for GS-12/6 ($93,008) and SL position $187,000 includes an estimated benefits rate of 27% and a 1.6% inflationary adjustment for FY18 and FY19
2. Leave Payout includes annual leave hrs of 1.3 @ $44.72 and 447.15 hrs @ 89.90 plus a 1.6% inflationary adjustment for FY18 and FY19
3. New Hire GS-11/1 ($66,510) plus a 1.6% inflationary adjustment
4. WCF estimated cost of $8,800 per person plus a 1.7% inflationary adjustment for FY18 and FY19

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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 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

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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.

Budget Information

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		Table A - Direct Costs for VERA / VSIP	2017	2018	2019
5		<-- Targeted Positions for VSIP Buyout x $25,000	$125,000	$0	$0
		Annual Leave Payout for Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x (240 + 150 AL hours) x Targeted Postions (@ G14/Step 5)}	$106,459	$0	$0
		Total Maximum Direct Costs	**$231,459**	**$0**	**$0**

		Table B - Estimated Savings for FY 2018 through FY 2019	2017	2018	2019	Factors		
	A	Pre-VERA / VSIP Annual Payroll Costs (before VERA/VSIP): FY 2017 - 05/15/17 on-board count; increased 3.25% each year for increased costs (1.9% COLA, promotions, etc)	$12,300,000	$4,190,277	$3,683,626	3%	103%	
	B	VERA / VSIP Payout Cost ($25,000 x Targeted Positions)	$125,000	$0	$0			
	C	Leave Payout Cost (presumes 240 ceiling hours at average salary plus 150 hours earned in 2017] @ G14/Step 5	$106,459	$0	$0			
	D	Payroll Savings (Payroll @ G14/S5 Targeted VERA/VSIP participants @ end FY 2017)	$0	($871,723)				
5	E	<-- Payroll for new hires @ G9/Step 1 for two-thirds in FY 2018		$249,123	$389,726	0.66	FTE mid-Feb - Sept, 2018)	
	F	***Post VERA/VSIP Annual Payroll Cost (F = A + B + C + D + E)***	*$12,531,459*	*$3,567,676*	*$4,073,351*			
	G	Pre-VERA / VSIP Annual WCF Costs (before VERA/VSIP)	$574,466	$221,190	$228,379			
	H	Working Capital Fund Savings (7.15K in FY17; projected increase of 2%/year)		($36,500)	($37,230)			
	I	Working Capital Fund Costs for New Hires for two-thirds in FY 2018		$24,090	$37,230			
	J	*WCF Costs for VERA / VSIP (J = G + H + I)*	*$574,466*	*$208,780*	*$228,379*			
	Projected Savings with VERA / VSIP (F + J)		**$13,105,925**	**$3,776,456**	**$4,301,730**			

#	**Total VERA/VSIP Target**	FTE	80.3	30.3	FY19 Payroll increase --->		3.25%	
33%	Grade / Step = GS 14 / 5 Salary	Full Year	$126,960	$131,086	$132,397		hr/year	
350	Grade / Step = GS 14 / 5 Benefits		$41,897	$43,258	$43,691		2087	$60.83 per hour r
	WCF Costs in 2017 is $7,154		$7,154	$7,300	$7,446			
#	**Total New Hires Target**							
	Grade / Step = GS 9 / 1 plus 33% benefits		$54,974	$56,761	$58,605			
	Grade / Step = GS 14 / 5 Benefits		$18,141	$18,731	$19,340			

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;

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- 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 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.

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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

Table A – Direct Costs for VERA/VSIP			
Total VSIP Amount	**Max # of V/V Offers**	**Annual Leave Payout**	**Total**
A	***B***	***C***	***A x B***
$25,000	94		**$2,350,000**
Hourly rate based on the average grade and step of the targeted pool			***AxBxC***
$65.43	94	240	**$1,476,101**
Total Maximum Direct Costs			**$3,826,101**

Table B – Estimated Savings for FY 2018 through FY 2019			
	FY-17 OP Plan	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	**$ 82,364,000.00**	$63,776.00	$62,725.00
B. VERA/ VSIP Payout Cost	$ 2,350,000.00		
C. Leave Payout Cost	$ 1,476,101.00		
D. Post VERA/VSIP Annual Payroll Cost	$ 86,190,101.00		

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***E. Payroll for # New Hires	$ 5,167,368.00	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 81,022,733.00	
**G. Pre-VERA/VSIP Annual WCF Cost	$ 3,458,000.00	
**H. Post VERA/VSIP Annual WCF Cost	$ 2,800,000.00	
**I. WCF for # New Hires	$ 658,000.00	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ -	
Projected Savings with VERA/VSIP (F + J)	**$ 81,022,733.00**	

Notes:
* Payroll saving calculations for direct costs and estimated savings are based on GS-13, Step 5 in Washington, D.C. annual salary as of January 2017 is $107,435 or $51.48 per hour, with an additional 27.10% and 1% increase to hourly figures to account for benefits, hourly amount which equals to $65.43 or $136,549.88 annually.
**Working Capital Fund costs are based on an annual rate of $7,000 per position per year for computer, telephone, and internet access. Cost for 94 positions for one year is ($7,000 x 94 = $658,000).
***Payroll calculations for 94 new hires are based on entry level (GS-9, Step 1, $54,972.00 includes 27.10% and 1% GS

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

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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

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

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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

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.

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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
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

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Budget Information

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
(1) Annual Leave Pay Out for 1 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}	$20,342
(2) Annual Leave Pay Out for 11 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.

   $84.76 x 240 = $20,342 x 1 = $20,342

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 11 = $200,035

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 + $20,342 + $200,035 + $135,261 + $114,462 = $1,220,100

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	$92,302,143	$92,302,143
E. Payroll for # New Hires	$951,710	$1,525,163
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,609,281	$4,079,045

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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)	$4,740,531	$4,184,045

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 $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 FY18 payroll costs for targeted VERA/VSIP positions = $4,087,239 + $32,013 in step increases = $4,119,252 + 35% = $5,560,990
Total FY19 payroll costs for targeted VERA/VSIP positions = $4,119,252 + $ 32,013 in step increases = $4,151,265 = 35% = $5,604,208

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 - $4,119,252 = $68,371,958 + 35% = $92,302,143

D (FY19). Pre-VERA/VSIP 2018 payroll costs minus total payroll costs for targeted VERA/VSIP positions.

$72,523,223 – $4,151,265 = $68,371,958 + 35% = 92,302,143

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

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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 - $92,302,143 - $951,710 = $4,609,281

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

$97,906,351 – 0 – 0 - $92,302,143 - $1,525,163 = $4,079,045

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

$4,609,281 + $131,250 = $4,740,531

FY19 Projected Savings with VERA/VSIP

$4,079,045 + $105,000 = $4,184,045

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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.

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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 240 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	93,872,740 *	96,233,640
B. VERA/ VSIP Payout Cost	900,000	
C. Leave Payout Cost	665,219**	
D. Post VERA/VSIP Annual Payroll Cost	88,301,517***	90,662,416
E. Payroll for # New Hires	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	4,006,004	5,571,223
G. Pre-VERA/VSIP Annual WCF Cost	2,774,000	
H. Post VERA/VSIP Annual WCF Cost	2,630,000	
I. WCF for # New Hires	0	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	144,000****	
Projected Savings with VERA/VSIP (F + J)	4,150,004	5,571,223

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

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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	
# of 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 based on the average grade and step of the targeted pool x 240 x # of Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

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	$ 750,000	$ -
C. Leave Payout Cost	$ 506,928	$ -
D. Post VERA/VSIP Annual Payroll Cost	$ 118,030,977	$ 120,675,485
E. Payroll for # New Hires **	$ 577,588.44	$ 1,155,177
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 2,640,988	$ 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 # New Hires	$ 60,000	$ 60,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 60,000	$ 60,000
Projected Savings with VERA/VSIP (F + J)	$ 2,700,988	$ 3,492,215

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

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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.

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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 3,975,000

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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).

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

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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 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

Table A – Direct Costs for VERA/VSIP	
26 of Targeted Positions for VSIP x $25,000	$ 650,000
Annual Leave Pay Out for 26 of Targeted Positions for VERA, Optional Retirement or Resignation	$ 400,563

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{Hourly rate based on the average grade and step of the targeted pool x 320 x 26 Targeted Positions}	
Total Maximum Direct Costs	$1,050,563

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$129,607,885	$133,359,037
B. VERA/ VSIP Payout Cost	$650,000	
C. Leave Payout Cost	$400,563	
D. Post VERA/VSIP Annual Payroll Cost	$125,967,885	$129,613,687
E. Payroll for 15 New Hires	$884,820	$1,813,881
F. Payroll Savings for 26 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,704,617	$1,931,469
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,942,000	$3,942,000
I. WCF for 15 New Hires	$33,750	$67,500
J. WCF Savings for 26 VERA/VSIP Targeted Positions (J = G – H – I)	$83,250	$49,500
Projected Savings with VERA/VSIP (F + J)	$1,787,867	$1,980,969

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

The estimated direct maximum costs associated with VERA and VSIP is $3,227,877. Table A provides details of the direct costs associated with VERA and VSIP. Savings projected through FY 2019 as a result of the VERA and VSIP are estimated to be nearly $12 million. Table B provides the detailed calculations of the savings achieved in FY 2018 and FY 2019. The savings will be used to meet Region 5's ongoing program goals and responsibilities.

Table A - Direct Costs for VERA/VSIP	
Targeted Positions (See details in Attachment 4)	
79 Targeted Positions for VSIP X $25,000 (maximum cash buy-out)	$1,975,000
Annual Leave Buyout for 79 Targeted Positions for VERA, Optional Retirement or Resignation ($49.56 per hour X 320 hours X 79)	$1,252,877
Total Maximum Direct Costs	$3,227,877

Table B - Estimated Savings for FY 2018 through FY 2019		
	Estimated FY 2018 Savings	Estimated FY 2019 Savings

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A. Total Annual Payroll Costs (before VERA/VSIP)	$152,765,000	$152,765,000
B. VSIP Buyout ($25,000 X 79)	$1,975,000	$0
C. Leave Payout Estimate (presumes 320 hours at GS-12 Step 10 salary $49.56/hour)	$1,252,877	$0
D. Post VERA/VSIP Annual Payroll Cost	$141,385,050	$141,385,050
E. Payroll for New Hires	$0	$0
F. Payroll Savings (F = A – B – C – D – E)	**$8,152,073**	**$11,379,950**
G. Pre-VERA/VSIP Annual WCF Cost	-	-
H. Post VERA/VSIP Annual WCF Cost	-	-
J. Working Capital Fund Savings*	$316,000	$316,000
Total Projected Savings with VERA/VSIP (F + J)	**$8,468,073**	**$11,695,950**

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 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.

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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

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	$110,262,130	$111,364,840
B. VERA/ VSIP Payout Cost	$3,744,825	$3,782,273
C. Leave Payout Cost	$2,047,730	$2,068,207
D. Post VERA/VSIP Annual Payroll Cost	$88,822,271	$89,710,565
E. Payroll for # New Hires (127 in FY 18 GS-9 step 1)	$6,839,102	$6,907493
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$8,808,202	$8,896,302
G. Pre-VERA/VSIP Annual WCF Cost	$4,237,002	$4,279,372
H. Post VERA/VSIP Annual WCF Cost	$3,413,141	$3,447,272

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I. WCF for # New Hires (127 in FY 18, GS-9 step 1)	$711,772	$718,890
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$112,089	$113,210
Projected Savings with VERA/VSIP (F + J)	$8,920,291	$9,009,512

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

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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 # of Targeted Positions for VERA, Optional Retirement or Resignation {$45.16 x 240 x 45 of Targeted Positions}	$ 488,000
Total Maximum Direct Costs	$1,613,000

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$63.00M	$63.00M
B. VERA/ VSIP Payout Cost	$1.13M	0
C. Leave Payout Cost	$ .49M	0
D. Post VERA/VSIP Annual Payroll Cost	$57.20M	$58.63M
E. Payroll for # New Hires	$ .39M	$ .40M
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 3.79M	$ 3.97M
G. Pre-VERA/VSIP Annual WCF Cost	$ 2.40M	$ 2.40M
H. Post VERA/VSIP Annual WCF Cost	$ 2.22M	$ 2.23M
I. WCF for # New Hires	$ .01M	$ .01M
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ .17M	$ .16M
Projected Savings with VERA/VSIP (F + J)	$ 3.96M	$ 4.13M

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,

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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.

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	
Targeted Positions (See details in Attachment 1)	
Targeted Positions for VSIP X $25,000 (maximum cash buy-out)[1]	$200,000

[1] Maximum of 8 positions

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Annual Leave Buyout for 8 Targeted Positions for VERA, Optional Retirement or Resignation	$175,181[2]
Total Maximum Direct Costs	$375,181

Table B - Estimated Savings for FY 2018 through FY 2020				
	FY 2017 Payroll	Estimated FY 2018 Savings[3]	Estimated FY 2019 Savings	Estimated FY 2020 Savings
A. Total Annual Payroll Costs (before VERA/VSIP)*	$76,360,459	$78,956,715	$80,930,632	$82,953,898
B. Payroll Savings (Payroll for 8 VERA/VSIP targeted positions with 9/30/17 Buyout Date with 0% of year remaining in 2017)[4]	$0	($1,554,474)[5]	($1,593,335)	($1,633,169)
C. Working Capital Fund Savings	$0	($33,088)	($33,915)	($34,763)
D. VSIP Buyout ($25,000 X 8)	$200,000	$0	$0	$0
E. Leave Payout Estimate (presumes 320 hours at GS 14/10 average salary)	$175,181	$0	$0	$0
F. Total Costs (A+B+C+D+E)	$76,735,640	$77,369,153	$79,303,382	$81,285,966
G. Total Projected Savings with VERA/VSIP (A-F)	**($375,181)**	**$1,587,562**	**$1,627,250**	**$1,667,932**

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.

[2] Assumes 320 hours of leave at the GS-14 Step 10 level for 8 positions

[3] Payroll costs are assumed to increase 3.4% in FY18 and 2.5% in FY19 and FY20.

[4] Reimbursable and special accounts are excluded.

[5] Savings estimates are based on 8 GS-14 Step 10 positions due to the predominant grade levels of the positions being offered.

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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.
- Air Division: Reduce and reshape the administrative support team by one Secretary 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 24 positions, which includes 168 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	
24 Targeted Positions for VSIP x $25,000	$600,000
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 **24** Targeted Positions} note: (A)	$313,326
Total Maximum Direct Costs	$913,326

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost note: (B)	$114,278,730	$115,135,821
B. VERA/ VSIP Payout Cost	$600,000	$0
C. Leave Payout Cost	$313,326	$0
D. Post VERA/VSIP Annual Payroll Cost note: (C), (D)	$110,242,607	$111,069,431
E. Payroll for # New Hires	none	none
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$3,122,797	$4,066,390
G. Pre-VERA/VSIP Annual WCF Cost note: (E)	$4,420,981	$4,487,295
H. Post VERA/VSIP Annual WCF Cost	$4,302,835	$4,367,377
I. WCF for # New Hires	none	none
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$118,146	$119,918
Projected Savings with VERA/VSIP (F + J)	$3,240,943	$4,186,308

Notes;

(A) Based on [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/SF.pdf"], all grades at step 10.
(B) Using PPE 4/29/17, based on same pre-VERA/VSIP FTE level, assume 1.5% COLA increase in FY18, 1% COLA increase in FY19.
(C) Based on all grades at step 10, assume 30% benefits and 1.5% COLA increase for ¾ of FY18.
(D) Based on all grades at step 10, assume 30% benefits and 1% COLA increase for ¾ of FY19.
(E) Using FY17 WCF level, assume 1.5% increase in WCF in FY18 and FY19.

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;

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- 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 41 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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP 19 x $25,000	$ 475,000
Annual Leave Pay Out for 19 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 19 of Targeted Positions}	$ 224,640
Total Maximum Direct Costs	$ 699,640

Table B – Estimated Savings for FY 2018 through FY 2019

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	FY 2017 Estimate	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	75,360,000	75,360,000	75,360,000
B. VERA/ VSIP Payout Cost	475,000		
C. Leave Payout Cost	224,640		
D. Post VERA/VSIP Annual Payroll Cost (less 19 FTE's average cost)	75,360,000	72,517,928	72,517,928
E. Payroll for # New Hires (assume 17 FTE's external to Region 10 by mid-year in FY 18)		1,259,487	2,518,974
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	(699,640)	1,582,585	323,098
G. Pre-VERA/VSIP Annual WCF Cost	2,168,900	2,168,900	2,168,900
H. Post VERA/VSIP Annual WCF Cost	2,168,000	2,091,000	2,091,000
I. WCF for # New Hires (assumes half of WCF costs mid-year in FY 18 - $2,050 * 17 and full costs $4,100 * 17 in FY 19)		34,850	69,700
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	2,168,900	43,050	8,200
Projected Savings with VERA/VSIP	**(699,640)**	**1,625,635**	**331,298**

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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

In order to address the U.S. Office of Management and Budget's directive (M-17-22) to reform the agency to be more efficient and effective, 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.

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

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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 64 positions in AO. All positions, with the exception of one SL level position which will be eliminated, that are offered VERA/VSIP 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 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.

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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 64.

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 64. 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 64. 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	
# 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	$999,804

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$64.09 x 240 x 65 of Targeted Positions}	
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	$70,252,000	$70,252,000
B. VERA/ VSIP Payout Cost	$1,600,000	
C. Leave Payout Cost	$984,422	
D. Post VERA/VSIP Annual Payroll Cost	$61,720,339	$65,438,323
E. Payroll for # New Hires (GS 7,9,11) $28.35 x 2080 x 64 of Targeted Positions	$3,773,952	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,173,287	
G. Pre-VERA/VSIP Annual WCF Cost	$5,375,245	
H. Post VERA/VSIP Annual WCF Cost	$5,051,998	
I. WCF for # New Hires	$317,923	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$5,323	$5,323
Projected Savings with VERA/VSIP (F + J)	$2,178,610	$4,819,000 (A-D+J)

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

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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.

VERA-Specific Information

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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.
I. Assumes $9K WCF per person.

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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.

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

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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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 2,450,000
Annual Leave Pay Out for 98 Targeted Positions for VERA, Optional Retirement or Resignation {$64.86* per hour x 240 x 98 Targeted Positions}	$ 1,525,507.20
Total Maximum Direct Costs	$ 3,975,507.20

*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	$110,695,000	$110,695,000
B. VERA/ VSIP Payout Cost	$2,450,000	$2,450,000
C. Leave Payout Cost	$1,525,507.20	$1,525,507.20
D. Post VERA/VSIP Annual Payroll Cost	$96,485,000	$96,485,000
E. Payroll for 84 New Hires	$4,617,900	$4,617,900
F. Payroll Savings for 98 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$5,616,592.80	$5,616,592.80
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	$690,984	$690,984
J. WCF Savings for 98 VERA/VSIP Targeted Positions (J = G – H – I)	$115,164	$115,164
Projected Savings with VERA/VSIP (F + J)	$5,501,428.80	$5,501,428.80

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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 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.

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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.

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

Table A – Direct Costs for VERA/VSIP	
27 VERA/VSIP Offers x $25,000	$ 675,000
Annual Leave Pay Out for # 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	$ 996797

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate[1]	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$43,281,345	$43,281,345
B. VERA/ VSIP Payout Cost[2]	$675,000	$0
C. Leave Payout Cost[2]	$321,797	$0
D. Post VERA/VSIP Annual Payroll Cost[2]	$39,913,078	$39,913,078

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E. Payroll for 7 New Hires	$725,473	$725,473
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,645,997	$2642794
G. Pre-VERA/VSIP Annual WCF Cost[3]	$2,163,000	$2,163,000
H. Post VERA/VSIP Annual WCF Cost	$1,974,000	$1,974,000
I. WCF for # New Hires	$49,000	$49,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$140,000	$140,000
Projected Savings with VERA/VSIP (F + J)	$1785997	$2,782,794

[1]Based on FY 2017 projected payroll
[2]Calculations are based on a GS-12 Step 10 (for 2017 in Washington DC), the average cost of the targeted pool. Eligible employees are located in Washington, RTP, Cincinnati, and Las Vegas. 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.

[3]Working Capital Fund cost is based on the mandatory services (computer, telephone, internet access, etc) and is estimated at $7,000 per position. Savings for 27 positions for one year is $7,000 x 27 positions = $189,000.

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

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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	
# of Targeted Positions for VSIP x $25,000	$1,250,000 (50 x $25,000)
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}	$797,880 ($66.49 x 240 x 50)
Total Maximum Direct Costs	$ 2,047,880

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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	$154,647,000	
B. VERA/ VSIP Payout Cost	$1,250,000	
C. Leave Payout Cost	$797,880	
D. Post VERA/VSIP Annual Payroll Cost	$147,732,050	
E. Payroll for # New Hires	$2,765,980	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,101,090	
G. Pre-VERA/VSIP Annual WCF Cost	$8,703,000	
H. Post VERA/VSIP Annual WCF Cost	$8,354,100	
I. WCF for # New Hires	$139,560	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$209,340	
Projected Savings with VERA/VSIP (F + J)	$2,310,430	

A. EPM and S&T payroll (EPM and S&T payroll).
B. $25,000 x 50
C. Average hourly for GS-13/5 x 240 hours x 50 staff ($66.49 x 240 x 50)
D. Anticipates all 50 staff (max offers) taking VERA/VSIP. Payroll in line A less fully loaded GS-13/5 ($138,299 x 50).
E. Assumes hiring of 20 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.
G. From BAS 2016 Enacted
H. Anticipates all 50 staff (max offers) taking VERA/VSIP.
I. Assumes hiring of 20 new staff at yearly WCF cost of $6,978 per employee.
J. See calculation formula above.

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 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.

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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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$1,275,000
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}	$ 788,015
Total Maximum Direct Costs	$2,063,015

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	$ 1,275,000	
C. Leave Payout Cost	$ 788,015	
D. Post VERA/VSIP Annual Payroll Cost	$83,265,000	$83,265,000
E. Payroll for # New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 6,354,985	$ 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 # New Hires	$ 38,500	$ 77,000

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J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 354,200	$ 315,700
Projected Savings with VERA/VSIP (F + J)	$ 6,709,185	$ 7,818,700

A. Fully loaded average payroll cost for targeted positions ($183,000 x 506).
B. $25,000 x 51.
C. Average hourly for GS-14/7 x 240 hours x 51 staff.
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 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.

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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

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Max. Buyout Amount: 30 Targeted Positions for VSIP × $25,000	$ 750,000
Annual Leave Pay Out: Hourly rate based on the average grade and step (14/5) of the targeted pool $60.83 × 240 Hours × 30 Targeted Positions	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

Table B – Estimated Savings or FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost (Appropriated and WCF; assuming 2% increase each year)	$58,118,909.46	$59,281,287.65
B. VERA/ VSIP Payout Cost	$750,000	
C. Leave Payout Cost	$437,976	
D. Post VERA/VSIP Annual Payroll Cost	$54,310,169	$55,472,548
E. Payroll for 30 New Hires	$573,179.00	$650,296.00
F. Payroll Savings for 30 VERA/VSIP Targeted Positions (F = A – B – C – D – E)	$2,047,585.00	$3,158,444.00
G. Pre-VERA/VSIP Annual WCF Cost	$2,886,314.64	$2,886,314.64
H. Post VERA/VSIP Annual WCF Cost (30 departures)	$2,612,246.70	$2,612,246.70
I. WCF for 30 New Hires	$274,067.94	$274,067.94
J. WCF Savings for 30 VERA/VSIP Targeted Positions (J = G – H – I)	$0	$0
Projected Savings with VERA/VSIP (F + J)	$2,047,585.00	$3,158,444.00

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 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 # 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	$359,379	$363,189
B. VERA/ VSIP Payout Cost	$ 50,000	$ 50,000
C. Leave Payout Cost	$ 40,685	$ 41,116

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D. Post VERA/VSIP Annual Payroll Cost	$0	$0
E. Payroll for # New Hires	$85,363	$85,363
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$183,331	$185,805
G. Pre-VERA/VSIP Annual WCF Cost	$17,788	$17,979
H. Post VERA/VSIP Annual WCF Cost	$0	$0
I. WCF for # New Hires	$8,894	$8.989
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$8,894	$8,989
Projected Savings with VERA/VSIP (F + J)	$192,226	$194,794

Assumptions:

1. Annual Payroll cost for GS-12/6 ($93,008) and SL position $187,000 includes an estimated benefits rate of 27% and a 1.6% inflationary adjustment for FY18 and FY19
2. Leave Payout includes annual leave hrs of 1.3 @ $44.72 and 447.15 hrs @ 89.90 plus a 1.6% inflationary adjustment for FY18 and FY19
3. New Hire GS-11/1 ($66,510) plus a 1.6% inflationary adjustment
4. WCF estimated cost of $8,800 per person plus a 1.7% inflationary adjustment for FY18 and FY19

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.

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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

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

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		Table A - Direct Costs for VERA / VSIP	2017	2018	2019
5		<-- Targeted Positions for VSIP Buyout x $25,000	$125,000	$0	$0
		Annual Leave Payout for Targeted Positions for VERA, Optional Retirement or Resignation {Hourly rate based on the average grade and step of the targeted pool x (240 + 150 AL hours) x Targeted Postions (@ G14/Step 5)}	$106,459	$0	$0
		Total Maximum Direct Costs	**$231,459**	**$0**	**$0**

		Table B - Estimated Savings for FY 2018 through FY 2019	2017	2018	2019	Factors		
	A	Pre-VERA / VSIP Annual Payroll Costs (before VERA/VSIP): FY 2017 - 05/15/17 on-board count; increased 3.25% each year for increased costs (1.9% COLA, promotions, etc)	$12,300,000	$4,190,277	$3,683,626	3%	103%	
	B	VERA / VSIP Payout Cost ($25,000 x Targeted Positions)	$125,000	$0	$0			
	C	Leave Payout Cost (presumes 240 ceiling hours at average salary plus 150 hours earned in 2017] @ G14/Step 5	$106,459	$0	$0			
	D	Payroll Savings (Payroll @ G14/S5 Targeted VERA/VSIP participants @ end FY 2017)	$0	($871,723)				
5	E	<-- Payroll for new hires @ G9/Step 1 for two-thirds in FY 2018		$249,123	$389,726	0.66	FTE mid-Feb - Sept, 2018)	
	F	***Post VERA/VSIP Annual Payroll Cost (F = A + B + C + D + E)***	*$12,531,459*	*$3,567,676*	*$4,073,351*			
	G	Pre-VERA / VSIP Annual WCF Costs (before VERA/VSIP)	$574,466	$221,190	$228,379			
	H	Working Capital Fund Savings (7.15K in FY17; projected increase of 2%/year)		($36,500)	($37,230)			
	I	Working Capital Fund Costs for New Hires for two-thirds in FY 2018		$24,090	$37,230			
	J	*WCF Costs for VERA / VSIP (J = G + H + I)*	*$574,466*	*$208,780*	*$228,379*			
	Projected Savings with VERA / VSIP (F + J)		**$13,105,925**	**$3,776,456**	**$4,301,730**			

#	**Total VERA/VSIP Target**	FTE	80.3	30.3	FY19 Payroll increase --->		3.25%	
33%	Grade / Step = GS 14 / 5 Salary	Full Year	$126,960	$131,086	$132,397		hr/year	
350	Grade / Step = GS 14 / 5 Benefits		$41,897	$43,258	$43,691		2087	$60.83 per hour r
	WCF Costs in 2017 is $7,154		$7,154	$7,300	$7,446			
#	**Total New Hires Target**							
	Grade / Step = GS 9 / 1 plus 33% benefits		$54,974	$56,761	$58,605			
	Grade / Step = GS 14 / 5 Benefits		$18,141	$18,731	$19,340			

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;

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- 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 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.

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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

Table A – Direct Costs for VERA/VSIP			
Total VSIP Amount	**Max # of V/V Offers**	**Annual Leave Payout**	**Total**
A	***B***	***C***	***A x B***
$25,000	94		**$2,350,000**
Hourly rate based on the average grade and step of the targeted pool			***AxBxC***
$65.43	94	240	**$1,476,101**
Total Maximum Direct Costs			**$3,826,101**

Table B – Estimated Savings for FY 2018 through FY 2019			
	FY-17 OP Plan	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	**$ 82,364,000.00**	$63,776.00	$62,725.00
B. VERA/ VSIP Payout Cost	$ 2,350,000.00		
C. Leave Payout Cost	$ 1,476,101.00		
D. Post VERA/VSIP Annual Payroll Cost	$ 86,190,101.00		

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***E. Payroll for # New Hires	$ 5,167,368.00	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 81,022,733.00	
**G. Pre-VERA/VSIP Annual WCF Cost	$ 3,458,000.00	
**H. Post VERA/VSIP Annual WCF Cost	$ 2,800,000.00	
**I. WCF for # New Hires	$ 658,000.00	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ -	
Projected Savings with VERA/VSIP (F + J)	**$ 81,022,733.00**	

Notes:
* Payroll saving calculations for direct costs and estimated savings are based on GS-13, Step 5 in Washington, D.C. annual salary as of January 2017 is $107,435 or $51.48 per hour, with an additional 27.10% and 1% increase to hourly figures to account for benefits, hourly amount which equals to $65.43 or $136,549.88 annually.
**Working Capital Fund costs are based on an annual rate of $7,000 per position per year for computer, telephone, and internet access. Cost for 94 positions for one year is ($7,000 x 94 = $658,000).
***Payroll calculations for 94 new hires are based on entry level (GS-9, Step 1, $54,972.00 includes 27.10% and 1% GS

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

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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

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

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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

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.

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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
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

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Budget Information

Table A – Direct Costs for VERA/VSIP	
30 Targeted Positions for VSIP x $25,000	$750,000
(1) Annual Leave Pay Out for 1 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}	$20,342
(2) Annual Leave Pay Out for 11 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.

   $84.76 x 240 = $20,342 x 1 = $20,342

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 11 = $200,035

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 + $20,342 + $200,035 + $135,261 + $114,462 = $1,220,100

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	$92,302,143	$92,302,143
E. Payroll for # New Hires	$951,710	$1,525,163
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$4,609,281	$4,079,045

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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)	$4,740,531	$4,184,045

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 $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 FY18 payroll costs for targeted VERA/VSIP positions = $4,087,239 + $32,013 in step increases = $4,119,252 + 35% = $5,560,990
Total FY19 payroll costs for targeted VERA/VSIP positions = $4,119,252 + $ 32,013 in step increases = $4,151,265 = 35% = $5,604,208

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 - $4,119,252 = $68,371,958 + 35% = $92,302,143

D (FY19). Pre-VERA/VSIP 2018 payroll costs minus total payroll costs for targeted VERA/VSIP positions.

$72,523,223 – $4,151,265 = $68,371,958 + 35% = 92,302,143

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

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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 - $92,302,143 - $951,710 = $4,609,281

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

$97,906,351 – 0 – 0 - $92,302,143 - $1,525,163 = $4,079,045

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

$4,609,281 + $131,250 = $4,740,531

FY19 Projected Savings with VERA/VSIP

$4,079,045 + $105,000 = $4,184,045

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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.

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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 240 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	93,872,740 *	96,233,640
B. VERA/ VSIP Payout Cost	900,000	
C. Leave Payout Cost	665,219**	
D. Post VERA/VSIP Annual Payroll Cost	88,301,517***	90,662,416
E. Payroll for # New Hires	0	0
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	4,006,004	5,571,223
G. Pre-VERA/VSIP Annual WCF Cost	2,774,000	
H. Post VERA/VSIP Annual WCF Cost	2,630,000	
I. WCF for # New Hires	0	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	144,000****	
Projected Savings with VERA/VSIP (F + J)	4,150,004	5,571,223

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

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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	
# of 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 based on the average grade and step of the targeted pool x 240 x # of Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

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	$ 750,000	$ -
C. Leave Payout Cost	$ 506,928	$ -
D. Post VERA/VSIP Annual Payroll Cost	$ 118,030,977	$ 120,675,485
E. Payroll for # New Hires **	$ 577,588.44	$ 1,155,177
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 2,640,988	$ 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 # New Hires	$ 60,000	$ 60,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 60,000	$ 60,000
Projected Savings with VERA/VSIP (F + J)	$ 2,700,988	$ 3,492,215

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

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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.

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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ 3,975,000

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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).

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

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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 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

Table A – Direct Costs for VERA/VSIP	
26 of Targeted Positions for VSIP x $25,000	$ 650,000
Annual Leave Pay Out for 26 of Targeted Positions for VERA, Optional Retirement or Resignation	$ 400,563

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{Hourly rate based on the average grade and step of the targeted pool x 320 x 26 Targeted Positions}	
Total Maximum Direct Costs	$1,050,563

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$129,607,885	$133,359,037
B. VERA/ VSIP Payout Cost	$650,000	
C. Leave Payout Cost	$400,563	
D. Post VERA/VSIP Annual Payroll Cost	$125,967,885	$129,613,687
E. Payroll for 15 New Hires	$884,820	$1,813,881
F. Payroll Savings for 26 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,704,617	$1,931,469
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,942,000	$3,942,000
I. WCF for 15 New Hires	$33,750	$67,500
J. WCF Savings for 26 VERA/VSIP Targeted Positions (J = G – H – I)	$83,250	$49,500
Projected Savings with VERA/VSIP (F + J)	$1,787,867	$1,980,969

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

The estimated direct maximum costs associated with VERA and VSIP is $3,227,877. Table A provides details of the direct costs associated with VERA and VSIP. Savings projected through FY 2019 as a result of the VERA and VSIP are estimated to be nearly $12 million. Table B provides the detailed calculations of the savings achieved in FY 2018 and FY 2019. The savings will be used to meet Region 5's ongoing program goals and responsibilities.

Table A - Direct Costs for VERA/VSIP	
Targeted Positions (See details in Attachment 4)	
79 Targeted Positions for VSIP X $25,000 (maximum cash buy-out)	$1,975,000
Annual Leave Buyout for 79 Targeted Positions for VERA, Optional Retirement or Resignation ($49.56 per hour X 320 hours X 79)	$1,252,877
Total Maximum Direct Costs	$3,227,877

Table B - Estimated Savings for FY 2018 through FY 2019		
	Estimated FY 2018 Savings	Estimated FY 2019 Savings

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A. Total Annual Payroll Costs (before VERA/VSIP)	$152,765,000	$152,765,000
B. VSIP Buyout ($25,000 X 79)	$1,975,000	$0
C. Leave Payout Estimate (presumes 320 hours at GS-12 Step 10 salary $49.56/hour)	$1,252,877	$0
D. Post VERA/VSIP Annual Payroll Cost	$141,385,050	$141,385,050
E. Payroll for New Hires	$0	$0
F. Payroll Savings (F = A – B – C – D – E)	**$8,152,073**	**$11,379,950**
G. Pre-VERA/VSIP Annual WCF Cost	-	-
H. Post VERA/VSIP Annual WCF Cost	-	-
J. Working Capital Fund Savings*	$316,000	$316,000
Total Projected Savings with VERA/VSIP (F + J)	**$8,468,073**	**$11,695,950**

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 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.

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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

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	$110,262,130	$111,364,840
B. VERA/ VSIP Payout Cost	$3,744,825	$3,782,273
C. Leave Payout Cost	$2,047,730	$2,068,207
D. Post VERA/VSIP Annual Payroll Cost	$88,822,271	$89,710,565
E. Payroll for # New Hires (127 in FY 18 GS-9 step 1)	$6,839,102	$6,907493
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$8,808,202	$8,896,302
G. Pre-VERA/VSIP Annual WCF Cost	$4,237,002	$4,279,372
H. Post VERA/VSIP Annual WCF Cost	$3,413,141	$3,447,272

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I. WCF for # New Hires (127 in FY 18, GS-9 step 1)	$711,772	$718,890
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$112,089	$113,210
Projected Savings with VERA/VSIP (F + J)	$8,920,291	$9,009,512

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

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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 # of Targeted Positions for VERA, Optional Retirement or Resignation {$45.16 x 240 x 45 of Targeted Positions}	$ 488,000
Total Maximum Direct Costs	$1,613,000

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$63.00M	$63.00M
B. VERA/ VSIP Payout Cost	$1.13M	0
C. Leave Payout Cost	$ .49M	0
D. Post VERA/VSIP Annual Payroll Cost	$57.20M	$58.63M
E. Payroll for # New Hires	$ .39M	$ .40M
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 3.79M	$ 3.97M
G. Pre-VERA/VSIP Annual WCF Cost	$ 2.40M	$ 2.40M
H. Post VERA/VSIP Annual WCF Cost	$ 2.22M	$ 2.23M
I. WCF for # New Hires	$ .01M	$ .01M
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ .17M	$ .16M
Projected Savings with VERA/VSIP (F + J)	$ 3.96M	$ 4.13M

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,

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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.

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	
Targeted Positions (See details in Attachment 1)	
Targeted Positions for VSIP X $25,000 (maximum cash buy-out)[1]	$200,000

[1] Maximum of 8 positions

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Annual Leave Buyout for 8 Targeted Positions for VERA, Optional Retirement or Resignation	$175,181[2]
Total Maximum Direct Costs	$375,181

Table B - Estimated Savings for FY 2018 through FY 2020				
	FY 2017 Payroll	Estimated FY 2018 Savings[3]	Estimated FY 2019 Savings	Estimated FY 2020 Savings
A. Total Annual Payroll Costs (before VERA/VSIP)*	$76,360,459	$78,956,715	$80,930,632	$82,953,898
B. Payroll Savings (Payroll for 8 VERA/VSIP targeted positions with 9/30/17 Buyout Date with 0% of year remaining in 2017)[4]	$0	($1,554,474)[5]	($1,593,335)	($1,633,169)
C. Working Capital Fund Savings	$0	($33,088)	($33,915)	($34,763)
D. VSIP Buyout ($25,000 X 8)	$200,000	$0	$0	$0
E. Leave Payout Estimate (presumes 320 hours at GS 14/10 average salary)	$175,181	$0	$0	$0
F. Total Costs (A+B+C+D+E)	$76,735,640	$77,369,153	$79,303,382	$81,285,966
G. Total Projected Savings with VERA/VSIP (A-F)	**($375,181)**	**$1,587,562**	**$1,627,250**	**$1,667,932**

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.

[2] Assumes 320 hours of leave at the GS-14 Step 10 level for 8 positions

[3] Payroll costs are assumed to increase 3.4% in FY18 and 2.5% in FY19 and FY20.

[4] Reimbursable and special accounts are excluded.

[5] Savings estimates are based on 8 GS-14 Step 10 positions due to the predominant grade levels of the positions being offered.

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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.
- Air Division: Reduce and reshape the administrative support team by one Secretary 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 24 positions, which includes 168 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	
24 Targeted Positions for VSIP x $25,000	$600,000
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 **24** Targeted Positions} note: (A)	$313,326
Total Maximum Direct Costs	$913,326

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost note: (B)	$114,278,730	$115,135,821
B. VERA/ VSIP Payout Cost	$600,000	$0
C. Leave Payout Cost	$313,326	$0
D. Post VERA/VSIP Annual Payroll Cost note: (C), (D)	$110,242,607	$111,069,431
E. Payroll for # New Hires	none	none
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$3,122,797	$4,066,390
G. Pre-VERA/VSIP Annual WCF Cost note: (E)	$4,420,981	$4,487,295
H. Post VERA/VSIP Annual WCF Cost	$4,302,835	$4,367,377
I. WCF for # New Hires	none	none
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$118,146	$119,918
Projected Savings with VERA/VSIP (F + J)	$3,240,943	$4,186,308

Notes;

(A) Based on [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/SF.pdf"], all grades at step 10.
(B) Using PPE 4/29/17, based on same pre-VERA/VSIP FTE level, assume 1.5% COLA increase in FY18, 1% COLA increase in FY19.
(C) Based on all grades at step 10, assume 30% benefits and 1.5% COLA increase for ¾ of FY18.
(D) Based on all grades at step 10, assume 30% benefits and 1% COLA increase for ¾ of FY19.
(E) Using FY17 WCF level, assume 1.5% increase in WCF in FY18 and FY19.

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;

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- 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 41 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

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP 19 x $25,000	$ 475,000
Annual Leave Pay Out for 19 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 19 of Targeted Positions}	$ 224,640
Total Maximum Direct Costs	$ 699,640

Table B – Estimated Savings for FY 2018 through FY 2019

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	FY 2017 Estimate	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	75,360,000	75,360,000	75,360,000
B. VERA/ VSIP Payout Cost	475,000		
C. Leave Payout Cost	224,640		
D. Post VERA/VSIP Annual Payroll Cost (less 19 FTE's average cost)	75,360,000	72,517,928	72,517,928
E. Payroll for # New Hires (assume 17 FTE's external to Region 10 by mid-year in FY 18)		1,259,487	2,518,974
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	(699,640)	1,582,585	323,098
G. Pre-VERA/VSIP Annual WCF Cost	2,168,900	2,168,900	2,168,900
H. Post VERA/VSIP Annual WCF Cost	2,168,000	2,091,000	2,091,000
I. WCF for # New Hires (assumes half of WCF costs mid-year in FY 18 - $2,050 * 17 and full costs $4,100 * 17 in FY 19)		34,850	69,700
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	2,168,900	43,050	8,200
Projected Savings with VERA/VSIP	**(699,640)**	**1,625,635**	**331,298**

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Office of the Administrator (AO) VERA/VSIP Business Case

Business Case

The Office of the Administrator's (AO) rational / strategic approach to meet the challenges presented by the federal directive to Reshape the Workforce, while ensuring that we can advance the Agency / Administrator's goals and priorities now and beyond the FY 2018 targeted reductions include requesting VERA/VSIP authority. The Office of the Administrator over the course of many years has become one of the most highly graded organizations in the agency. Given federal directives and budget realities it is clear that we must change and "right grade" our workforce. 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 given the potential for draconian workforce shaping initiatives based on possible FTE reductions in the FY18 budget, it is prudent to maximize this tool with in each offices' ability to cover losses for a period of time. Additionally, 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 we targeted.
2. Restructure, reduce and rebalance the current top-heavy, non-supervisory GS-14/15 grades in order to create backfill 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 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

The attached spreadsheet identifies specific positions to be restructured. Overall we have targeted 139 positions of 339 positions. (339 does not include political appointees) Of the targeted positions, 110 of the 152 are GS-13 or higher all non-supervisory. We intend to offer VERA/VSIP to restructure a maximum of 64 positions in AO. All positions, with the exception of one SL level position which will be eliminated that are offered VERA/VSIP 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 PC&B 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. Again, and we cannot emphasize this enough, 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.

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Office of the Administrator (AO) VERA/VSIP Business Case

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 attached 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 64. 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 the 65 offers will be accepted. The attached spreadsheet identifies the details of the specific positions to be offered VERA and restructured. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level expect 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 position to decrease in total of the overall non-supervisory GS-14/15 positions.

Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ Amount $ 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 64 of Targeted Positions}	$ Amount $ 999,804
Total Maximum Direct Costs	$ Sum $ 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	$70,252,000	$ 70,252,000
B. VERA/ VSIP Payout Cost	$ 1,625,000	
C. Leave Payout Cost	$ 984,422	
D. Post VERA/VSIP Annual Payroll Cost	$ 61, 720,339	$65,438,323
E. Payroll for # New Hires **(GS 7,9,11) $28.35 x 240 x 64 of Targeted Positions**	$ 3,773,952	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	**$ 2,173,287**	
G. Pre-VERA/VSIP Annual WCF Cost	$ 5,375,245	
H. Post VERA/VSIP Annual WCF Cost	$ 5,051,998	
I. WCF for # New Hires	$ 317,923	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 5,323	$ 5,323
Projected Savings with VERA/VSIP (F + J)	**$ 2,178,610**	**$4,819,000 (A-D+J)**

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Workforce Reshaping: Early-Outs/Buy-Outs and Reduction in Force

EARLY-OUT/BUY-OUTS

BACKGROUND

Early-Out or Voluntary Early Retirement Authority (VERA) allows agencies that are undergoing substantial restructuring, reshaping, downsizing, transfer of function, or reorganization to temporarily lower the age and service requirements in order to increase the number of employees who are eligible for retirement.

Buy-Out or Voluntary Separation Incentive Payment (VSIP) Authority allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to $25,000 as an incentive to voluntarily separate. An agency may offer VSIP to employees who are in surplus positions or have skills that are no longer needed in the workforce who volunteer to separate by resignation, optional retirement, or by voluntary early retirement.

REQUIREMENTS

The agency must submit a business case that outlines their plan for achieving reductions. The agency's business case includes:

- Justification for request
- Data on the targeted population (targeted positions will be eliminated or restructured; positions critical to the agency should not be included in the targeted population)
- Before and after organizational charts, as applicable
- Time period the incentives are available
- Anticipated budget impact
- Anticipated employee interest
- The maximum number of buy-outs to be offered
- Information about how the organization will operate without the eliminated or restructured positions and functions.

OPM and OMB approval is required for an agency to offer early-outs or buy-outs; approval generally takes 4-6 weeks and will stipulate a period of time during which the agency can offer the two incentives.

TIMELINE

A minimum of four months is required to complete the VERA/VSIP process. Preparation of one business case (versus multiple business cases for specific organizational units) will expedite the process. Finalization of an agency-level business case in May 2017 could result in employee departures from agency rolls by the end of September 2017.

COSTS

Estimating 2,600 departures—all buyouts— will cost approximately $98.066M. This is a high end estimate that assumes all employees would take the $25K buyout and a maximum annual leave payout.

REDUCTION IN FORCE

I. Reduction in Force - *Action Required and Estimated Timeline*

To be prepared to run a Reduction in Force (RIF) the Agency will need to take the following Preliminary actions. Determining the business case (step 6) would happen concurrently with steps 1-5. Note – these are projected estimates only and some steps will run concurrently.

1. Review, validate and update the last 4 years of Performance Ratings to ensure all ratings are accounted for in the Personnel System. Track down and enter all missing summary ratings. This is required to ensure proper allocation of service credit under OPM RIF Regulations for performance.

   Estimated time to complete – 60-90 days

2. Establish and code appropriate Competitive Levels for all EPA employees. This is a complicated task that is required in order to run a RIF. All positions will need to be reviewed and HR staff will have to determine the proper codes to apply to each – based on series, grade and similarity of job qualification requirements.

   Estimated time to complete – 120 days – can run concurrent with validation of PARS documents.

3. Review and Validate Service Computation Dates (SCDs) and E-OPF accuracy. This is necessary to ensure SCDs are accurate and all military buy backs or prior service has been properly credited.

   Estimated time to complete: 180 days – can run concurrent with the above steps.

4. Review and Validate Veteran's Preference codes for all employees to ensure proper credit for veteran status is applied.

   Estimated time to complete – 180 days – can run concurrent with SCD review.

5. Determine employee's adjusted RIF SCD and Review all essential data for each employee

   Estimate Time to complete- 60-90 days – can only be done after 1, 3, and 4 are complete.

6. Identify positions to be abolished in RIF.

   Estimated time – Agency Discretion

7. Establish, review and validate retention registers.

   Estimated time to complete: 45-60 days

8. Proceed with RIF procedures, including notices to employees, bumping and retreating, determine final disposition.

   Estimated Time to Complete – 60 days.

9. Calculate Severance, Benefits and Separation of employees

   Estimated time to complete – 45 days.

Workforce Planning Options

OARM considered 2 workforce planning tools: VERA/VSIP and Reduction in Force. Both of these tools require that the agency develop a business case that identifies how the agency will ~~take~~ accomplish the reduction. ~~It~~ They both requires that we identify positions to be eliminated. We looked at an estimated timeline that is aggressive for both processes. From the point that we have clarity of what positions/programs would be targeted/eliminated, a V/V would take a minimum of 4 months and a RIF approximately 10 months. Cost estimates are very difficult without specifics, particularly for a RIF where it is very dependent on an individual's circumstance. However, for comparison purposes, we looked at the cost of reducing by 2600 using both tools (though it is unrealistic to think we can achieve a reduction of 2600 through a V/V because it is voluntary). The V/V estimate is $98M. The RIF estimate is $163M. The V/V estimate is calculated on the high end.

Should we sustain a significant FTE reduction, OARM's recommendation is to proceed with a V/V with the goal of staff departures in a window ending January 1, 2018.

VERA/VSIP Timeline

1. 45-60 days
   - Obtain retirement data
   - Estimate costs
   - Develop business case in collaboration with OPM and OMB (i.e., identify positions targeted and explain how agency will meet its mission needs)
   - Notify unions

2. 30-45 days
   OPM approval

3. 30-45 days
   - Notify unions of OPM approved plan
   - Issue employee notifications

4. 60-90 days
   Separations

VERA/VSIP Costs

	Total Cost
2,600 departures—all buyouts (2,600 employees X $25K)	$65M
Annual leave payout* ($52.99/hr X 240 hrs X 2,600 employees)	$33.066M
	$98.066M

*assumes salary for an average grade EPA employee (GS-13 step 6) using DC locality pay; 240 hours as maximum annual leave payout

Considerations

- V/V is voluntary
- Critical positions should not be targeted because we will not be able to rehire for them
- Effort should be position-focused, not employee-focused

Reduction in Force Primer
February 28, 2017

I. Reduction in Force - *Action Required and Estimated Timeline*

To be prepared to run a Reduction in Force (RIF) the Agency will need to take the following Preliminary actions. Determining the business case (step 6) would happen concurrently with steps 1-5. Note – these are projected estimates only and some steps will run concurrently.

1. Review, validate and update the last 4 years of Performance Ratings to ensure all ratings are accounted for in the Personnel System. Track down and enter all missing summary ratings. This is required to ensure proper allocation of service credit under OPM RIF Regulations for performance.

   Estimated time to complete – 60-90 days

2. Establish and code appropriate Competitive Levels for all EPA employees. This is a complicated task that is required in order to run a RIF. All positions will need to be reviewed and HR staff will have to determine the proper codes to apply to each – based on series, grade and similarity of job qualification requirements.

   Estimated time to complete – 120 days – can run concurrent with validation of PARS documents.

3. Review and Validate Service Computation Dates (SCDs) and E-OPF accuracy. This is necessary to ensure SCDs are accurate and all military buy backs or prior service has been properly credited.

   Estimated time to complete: 180 days – can run concurrent with the above steps.

4. Review and Validate Veteran's Preference codes for all employees to ensure proper credit for veteran status is applied.

   Estimated time to complete – 180 days – can run concurrent with SCD review.

5. Determine employee's adjusted RIF SCD and Review all essential data for each employee

   Estimate Time to complete- 60-90 days – can only be done after 1, 3, and 4 are complete.

6. Identify positions to be abolished in RIF.

Estimated time – Agency Discretion

7. Establish, review and validate retention registers.

   Estimated time to complete: 45-60 days

8. Proceed with RIF procedures, including notices to employees, bumping and retreating, determine final disposition.

   Estimated Time to Complete – 60 days.

9. Calculate Severance, Benefits and Separation of employees

   Estimated time to complete – 45 days.

Total Timeline to Have Employees off Roles – 300 -330 Days

II. Cost Associated with Running Reduction in Force

Costs*	
Severance Packages - 20 Weeks Pay (Can be up to 52 Weeks Pay)**	$ 143,284,960.00
Leave Payout (150 Hours/Employee)	$ 20,666,100.00
Administrative Cost (25 Employees for 6 Months)**	$ 1,791,062.00
Total	**$ 165,742,122.00**
**All Cost are based on a GS13 Step 6 in the DC Area*	
**The hourly rate includes a 30% increase to account for fringe benefits	

III. Additional Factors and Costs

1. Trickle Down Cost – Employees will have *Bump and Retreat* rights, which will allow more senior employees to potentially displace lower tenured employees at lower grade levels, but lose no pay. This means, in some case you could have a GS-15 performing GS-12 duties, but being compensated at the GS-15 level.

2. In some cases, employees will have appeal rights through MSPB, which could result in years of litigation and potential judicial settlements that will be the responsibility of the Agency.

3. Ultimately, this procedure is not surgical nor strategic. The Agency will have no control on which employees leave the Agency. In most cases the Agency will lose lower graded personnel that are bringing fresh ideas and new perspective to the Agency.

Workforce Planning Options

OARM considered 2 workforce planning tools: VERA/VSIP and Reduction in Force. Both of these tools require that the agency develop a business case that identifies how the agency will take the reduction. It requires that we identify positions to be eliminated. We looked at an estimated timeline that is aggressive for both processes. From the point that we have clarity of what positions/programs would be targeted/eliminated, a V/V would take a minimum of 4 months and a RIF approximately 10 months. Cost estimates are very difficult without specifics, particularly for a RIF where it is very dependent on an individual's circumstance. However, for comparison purposes, we looked at the cost of reducing by 2600 using both tools (though it is unrealistic to think we can achieve a reduction of 2600 through a V/V). The V/V estimate is $98M. The RIF estimate is $163M. The V/V estimate is calculated on the high end.

Should we sustain a significant FTE reduction, OARM's recommendation is to proceed with a V/V with the goal of staff departures in a window ending January 1, 2018.

VERA/VSIP Timeline

1. 45-60 days
   - Obtain retirement data
   - Estimate costs
   - Develop business case in collaboration with OPM and OMB (i.e., identify positions targeted and explain how agency will meet its mission needs)
   - Notify unions
2. 30-45 days
   OPM approval
3. 30-45 days
   - Notify unions of OPM approved plan
   - Issue employee notifications
4. 60-90 days
   Separations

VERA/VSIP Costs

		Total
1.	2,600 departures—all buyouts (2,600 employees X $25K)	$65M

2. Annual leave payout* ($52.99/hr X 240 hrs X 2,600 employees) +$33.066M

$98.066M

*assumes salary for an average grade EPA employee (GS-13 step 6) using DC locality pay; 240 hours as maximum annual leave payout

Considerations

- V/V is voluntary
- Critical positions should not be targeted because we will not be able to rehire for them
- Effort should be position-focused, not employee-focused

Reduction in Force Primer
February 28, 2017

I. Reduction in Force - *Action Required and Estimated Timeline*

To be prepared to run a Reduction in Force (RIF) the Agency will need to take the following Preliminary actions. Determining the business case (step 6) would happen concurrently with steps 1-5. Note – these are projected estimates only and some steps will run concurrently.

1. Review, validate and update the last 4 years of Performance Ratings to ensure all ratings are accounted for in the Personnel System. Track down and enter all missing summary ratings. This is required to ensure proper allocation of service credit under OPM RIF Regulations for performance.

   Estimated time to complete – 60-90 days

2. Establish and code appropriate Competitive Levels for all EPA employees. This is a complicated task that is required in order to run a RIF. All positions will need to be reviewed and HR staff will have to determine the proper codes to apply to each – based on series, grade and similarity of job qualification requirements.

   Estimated time to complete – 120 days – can run concurrent with validation of PARS documents.

3. Review and Validate Service Computation Dates (SCDs) and E-OPF accuracy. This is necessary to ensure SCDs are accurate and all military buy backs or prior service has been properly credited.

Estimated time to complete: 180 days – can run concurrent with the above steps.

4. Review and Validate Veteran's Preference codes for all employees to ensure proper credit for veteran status is applied.

   Estimated time to complete – 180 days – can run concurrent with SCD review.

5. Determine employee's adjusted RIF SCD and Review all essential data for each employee

   Estimate Time to complete- 60-90 days – can only be done after 1, 3, and 4 are complete.

6. Identify positions to be abolished in RIF.

   Estimated time – Agency Discretion

7. Establish, review and validate retention registers.

   Estimated time to complete: 45-60 days

8. Proceed with RIF procedures, including notices to employees, bumping and retreating, determine final disposition.

   Estimated Time to Complete – 60 days.

9. Calculate Severance, Benefits and Separation of employees

   Estimated time to complete – 45 days.

Total Timeline to Have Employees off Roles – 300 -330 Days

II. Cost Associated with Running Reduction in Force

Costs*	
Severance Packages - 20 Weeks Pay (Can be up to 52 Weeks Pay)**	$ 143,284,960.00
Leave Payout (150 Hours/Employee)	$ 20,666,100.00
Administrative Cost (25 Employees for 6 Months)**	$ 1,791,062.00
Total	**$ 165,742,122.00**
**All Cost are based on a GS13 Step 6 in the DC Area*	
**The hourly rate includes a 30% increase to account for fringe benefits	

III. Additional Factors and Costs

1. Trickle Down Cost – Employees will have *Bump and Retreat* rights, which will allow more senior employees to potentially displace lower tenured employees at lower grade levels, but lose no pay. This means, in some case you could have a GS-15 performing GS-12 duties, but being compensated at the GS-15 level.

2. In some cases, employees will have appeal rights through MSPB, which could result in years of litigation and potential judicial settlements that will be the responsibility of the Agency.

3. Ultimately, this procedure is not surgical nor strategic. The Agency will have no control on which employees leave the Agency. In most cases the Agency will lose lower graded personnel that are bringing fresh ideas and new perspective to the Agency.

VERA/VSIP Business Case: 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 (decreasing 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, GS-1035-14 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, GS-2210-14 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, GS-301-11 position.

- **Air Division:** Reduce and reshape the administrative support team by one Secretary, GS-318-8 position.

- **Water Division:** Reduce and reshape the administrative support team by three Environmental Protection Assistant, GS-029 positions including one position at the GS-7 level and two positions at GS-8 level.

Restructure or reduce highly-graded supervisory and 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, GS-028 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.

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- **Superfund Division.** Reduce and reshape one non-supervisory Environmental Scientist (On-Scene Coordinator), GS-1301-14 position in the Emergency Response Section to be backfilled 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, GS-028 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, GS-819-13 positions and two Environmental Scientist, GS-1301-13 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, GS-13 position from any of the interdisciplinary occupations including Life Scientist, GS-401, Environmental/Physical Scientists, GS-1301, or Environmental Engineer, GS-819. The reduction will allow us to reassign staff to align with program activities.

    - Restructuring one Remedial Project Manager, GS-13 position from any of the interdisciplinary occupations including Life Scientist, GS-401, Environmental/Physical Scientists, GS-1301, or Environmental Engineer, GS-819. The reductions will be used to reassign staff to align with program activities.

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

- **Office of Regional Counsel:** Reduce two non-supervisory Attorney-Advisor, GS-905 positions including one position at the GS-14 level and one position at the GS-15 level to realign staffing with program activities.

<u>Post-VERA/VSIP Operations</u>

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-one 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 165 permanent employees of whom 46 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.

Region 9 currently has one temporary Pathways Intern on-board.

Attachments:

- Reorganization Charts
- Targeted Positions Spreadsheet

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Budget Information

Basic assumptions for calculations (e.g., hourly rate based on average grade and step) are captured in footnotes.

Table A – Direct Costs for VERA/VSIP	
23 Targeted Positions for VSIP x $25,000	$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 **23** Targeted Positions} note: (A)	$91,694
Total Maximum Direct Costs	$666,694

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost note: (B)	$114,278,729	$115,135,819
B. VERA/ VSIP Payout Cost	$575,000	$0
C. Leave Payout Cost	$91,694	$0
D. Post VERA/VSIP Annual Payroll Cost note: (C), (D)	$110,418,722	$111,246,862
E. Payroll for # New Hires	none	none
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$3,193,313	$3,888,957
G. Pre-VERA/VSIP Annual WCF Cost note: (E)	$4,420,981	$4,487,295
H. Post VERA/VSIP Annual WCF Cost	$4,307,758	$4,372,373
I. WCF for # New Hires	none	none
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$113,223	$114,922
Projected Savings with VERA/VSIP (F + J)	$3,306,536	$4,003,879

Notes;

(A) Based on [HYPERLINK "https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2017/SF.pdf"], all grades at step 10.
(B) Using PPE 4/29/17, based on same pre-VERA/VSIP FTE level, assume 1.5% COLA increase in FY18, 1% COLA increase in FY19.
(C) Based on all grades at step 10, assume 30% benefits and 1.5% COLA increase for ¾ of FY18.
(D) Based on all grades at step 10, assume 30% benefits and 1% COLA increase for ¾ of FY19.
(E) Using FY17 WCF level, assume 1.5% increase in WCF in FY18 and FY19.

Region 9	Total Non-Term Employees	Retire Eligible	VERA Eligible (Excludes 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
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	1						1				1	1	1	
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													
1301-Environmental Scientist (ENF)	9	2	4	9					2					2	2	2	

Comments
Adjusted count to remove targeted OPA positions
ORA, Office of Public Affairs (supervisory positions only)
Adjusted Count for SFD OSC 14, OSC 13 & RPM:
Enforcement Divisoin

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						1			1	1	1
260-Equal Employment Opportunity	1		1	1											
28-Environmental Protection Specialist	170	33	55	161											
28-Environmental Protection Specialist (ENF)	31	4	4	31				1	4	1	1		7	7	7
29-Environmental Protection Assistant (WTR)	3	1	2	3		3							3	3	3
301-Miscellaneous Administration and Program	5	1	3	5											
301-Administrative Specialist (ORA)	1			1			1						1	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	5	2	1	5											
318-Secretary (OA)	1	1		1		1							1	1	1
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					2				2	2	2
893-Chemical Engineering	1														
905-General Attorney	16	2	3	9											
905-Attorney-Adviser (Excludes Supv Attorney)	52	13	12	52						1	1		2	2	2
401-819-1301 On-Scene Coordinator	10	4	4	10						1	1		2	2	2
401-819-1301 Remedial Project Manager	44	6	15	44						1			1	1	1
#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											

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
Air Division
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

YREKA,CALIFORNIA	**1**			**1**													
28-Environmental Protection Specialist	1			1													
Grand Total	**736**	**145**	**208**	**677**		**4**	**1**	**1**	**8**	**6**	**2**			**23**	**23**	**23**	

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 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 69 so by adding VERA, the number of targeted positions who are eligible to accept a

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VSIP offer increases to 154 and improves the probability of reaching the OW goal to realign resources. Additionally, by adding employees who are eligible for VSIP only (244) and not eligible for voluntary or early retirement, it increases our number of positions in targeted job series to 398. 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	398
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	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														
10														
1														
1														
5														
1														
2														
1														
1														
32														
1														
23														
1														
3														
1														
1														
1														
1														
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
1														
1														
2														
2														
3														
3														
8														
1														
7														
2														
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7														
1														
5														
1														
6														
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1														
8														
1														
6														
1														
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	

6														
1														
1														
2														
1														
3														
1														
2														
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6														
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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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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														
1														
1														
1														
1														
1														
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1														
302														
13														
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12														
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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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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**

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9														
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170														
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13														
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46														
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2														
4														
75														
2														
2														
1														
1														
3														
6														
3														
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														
2														
7														
2														
1														
1														
2														
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14														
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37														
3														
1														
11														
2														

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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294														
4														
4														
36														
2														
5														
2														
23														
1														
2														
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1														

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		

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1														
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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**

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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														
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42														
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142														
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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

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26														
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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**

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1														
17														
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12														
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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										13	
							2	1	3				
							3						
							1						
							1	1					
								1					
1		1			1							1	
7	5	16											
	1							1				1	5
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**			3		173	149	68		5	398	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														
1														
1														
1														
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2														
1														
1														
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1														
7														
1														
4														
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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														

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 9**
	0301			
OAA		13, 14, 15	6	
OGWDW		13	3	
OST		13	1	
OWM		13, 14	2	
OWOW		13	1	
	Total 0301		**13**	
	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		**77**	**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**	
	1035			
OAA		13, 14	4	
OGWDW		14	1	
OST		14	1	
OWM		14	1	
OWOW		15	1	
	Total 1035		**8**	
	1109			
OGWDW		14	1	
	Total 1109		**1**	
	Total Job Series: 0110, 0560, 0601, 1035, 1109		**24**	**Up to 2**
	SL			
OAA			2	
OGWDW			1	
OST			1	
OWOW			1	

	Total SL		**5**	**Up to 2**
	Total All Series		**398**	**Up to 30**

Office of Water
Projected Savings from FY2018 to FY2019

Projected Departures thru VERA-VSIP

	FY18	FY19
2 SL V-V positions	$ 346,160	$ 346,160
10 GS-15/7 V-V positions	$1,592,561	$1,603,892
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 =	$4,130,986	$4,162,999

Savings Total
$4,130,986 + $4,162,999 = $8,293,985

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 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
$8,293,985 - $1,834,720 = $6,459,265

EPA

Appropriation

Theme
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

SUMMARY

Max Offer ratio = 8% of total workforce
Targeted Positions ratio = 25% of total workforce
Top 5 Office/Region with max offer ratio: OLEM, Region 3, Region 6, OCFO and OARM
Bottom 5 Office/Region with max offer ratio: OA, OIG, OGC, Region 8, OAR
Most impactful "Theme": Restructure or reduce highly graded supervisory and non-supervisory positions (4% of the work
No report from OA and OIG

Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Acr Mult Approp
# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions
3	3	66	24	0	0	15	5	0	0	26
5	0	163	48	0	0	28	22	0	0	60.5
196	97	860.5	330	5	4	148.3	60	6	6	366
0	0	136	54	0	0	22	9	0	0	160
29	0	386.4	77.9	1	1	33.4	18.1	4	1	191
72	14	531	86	1	1	180	52	0	0	38
305	114	2142.9	619.9	7	6	426.7	166.1	10	7	841.5

:force)

oss :iple riations	Totals			
# of Max Offers	# of Targeted Positions	# of Max Offers	Max Offers as % of Office Workforce	Comments
24	110	56	0.37%	
45.5	256.5	115.5	0.77%	
140	1581.8	637	4.25%	
64	318	127	0.85%	
39	644.8	137	0.91%	
33	822	186	1.24%	
345.5	3733.1	1258.5	8.40%	
	EPA Permanent Workforce as of 5/18/17:		14989	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
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	0

dous ance fund	Leaking Underground Storage Tanks		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	0		
					0	0		
					0	0		
					0	0		
					0	0		
0	0	0	0	0	0	0		

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			11	7			
Restructure to focus on core business functions (administrative support)			4	4			
Restructure to focus on STEM/programmatic priorities							
Consolidate and streamline functions/activities/reduce number of programs							
Total	0	0	15	11	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
			18	**17**	**18**	**17**	**2.44%**
			51	33	62	40	5.73%
			50	37	54	41	5.87%
					0	0	
					0	0	
0	0	0	119	87	134	98	14.00%

Comments
13 Max Offers - EPM 82%; Superfund 18% **3 Max Offers - EPM 50%; Superfund 50%** **1 Max Offer EPM 90%; Superfund 10%**
Across Multiple Appropriations Breakout:2 Max Offers - EPM 91%; Superfund 9%7 Max Offers - EPM 90%; Superfund 10%
Across Multiple Appropriations Breakout:1 Max Offer - EPM 90%; Superfund 10%3 Max Offers - EPM 82%; Superfund 18%

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions	5		21				
Restructure or reduce highly graded supervisory and non-supervisory positions	8		3				
Restructure to focus on core business functions (administrative support)							
Restructure to focus on STEM/programmatic priorities	29		1				
Consolidate and streamline functions/activities/reduce number of programs							
Total	42	0	25	0	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0
					26	0
					11	0
					0	0
					30	0
					0	0
0	0	0	0	0	67	20

OAR will accept 20 offers from either appropriation

Max Offers as % of Office Workforce	Comments
1.8	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
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							4
Consolidate and streamline functions/activities/reduce number of programs							
Total	0	0	0	0	0	0	4

dous ance fund	Leaking Underground Storage Tanks		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		
			4	4	4	4	2.50%	
					0	0		
			20	3	20	3	1.88%	
1			132	18	136	19	11.88%	
					0	0		
1	0	0	156	25	160	26	16.25%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			7	5			
Restructure or reduce highly graded supervisory and non-supervisory positions			84	61			
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	91	66	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
					7	5	0.50%
					84	61	6.10%
					0	0	
					0	0	
					0	0	
0	0	0	0	0	91	66	9%

Comments
Includes series 0303 and some in series 0301. Targeted positions do not include those eligible for VSIP only.
Includes non-supervisory GS-15s, some supervisory GS-15s, some SES. Targeted positions do not include those eligible for VSIP only.

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
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	61	3	369	38			92
Total	61	3	369	38	0	0	92

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
					0	0	
					0	0	
					0	0	
					0	0	
9					522	50	7%
9	0	0	0	0	522	50	7%

Comments
includes all eligible GS-positions in all series except GS-1811 criminal investigators at all Headquarters and field locations

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions	9	1	133	21			
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	9	1	133	21	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	0%
					0	0	0%
			38	8	180	30	9%
					0	0	0%
					0	0	0%
					0	0	0%
0	0	0	38	8	180	30	9%

Comments
Only offered to non-supervisory personnel. Priority given to GS-15s first, then GS-14s, lastly GS-13s. Number of max offers has been determined for each participating OEI Office and/or Division. "Across Multiple Appropriations" column includes EPM, Superfund, and WCF split employees, as well as 100% WCF paid employees.

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			2	2			
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	2	2	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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	0		
					2	2		
					0	0		
					0	0		
					0	0		
0	0	0	0	0	2	2	1%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
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	0

dous ance fund	Leaking Underground Storage Tanks		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	0		
					0	0		
					0	0		
					0	0		
					0	0		
0	0	0	0	0	0	0		

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Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
	# 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)							
Consolidate or reduce administrative or support functions			1	1			
Restructure or reduce highly graded supervisory and non-supervisory positions			5	4			
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	6	5	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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		
					1	1	1.3	
					5	4	5.4	
					0	0		
					0	0		
					0	0		
0	0	0	0	0	6	5	7%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			4	3			6
Restructure or reduce highly graded supervisory and non-supervisory positions			173	101	1	1	28
Restructure to focus on core business functions (administrative support)							
Restructure to focus on STEM/programmatic priorities							3
Consolidate and streamline functions/activities/reduce number of programs			2	2			48
Total	0	0	179	106	1	1	85

dous ance fund	Leaking Underground Storage Tanks		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		
3					10	6		
16	5	5	9	9	216	132		
					0	0		
3					3	3		
16					50	18		
38	5	5	9	9	279	159	32%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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

dous ance fund	Leaking Underground Storage Tanks		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%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			77	6			
Restructure or reduce highly graded supervisory and non-supervisory positions			88	7			
Restructure to focus on core business functions (administrative support)							
Restructure to focus on STEM/programmatic priorities			131	10			
Consolidate and streamline functions/activities/reduce number of programs			97	7			
Total	0	0	393	30	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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		
					77	6	13.3%	
					88	7	15.2%	
					0	0		
					131	10	22.6%	
					97	7	16.7%	
0	0	0	0	0	393	30	5.0%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			4	2			
Restructure or reduce highly graded supervisory and non-supervisory positions	1	1	7	5			1
Restructure to focus on core business functions (administrative support)							
Restructure to focus on STEM/programmatic priorities			22	5			5
Consolidate and streamline functions/activities/reduce number of programs							
Total	1	1	33	12	0	0	6

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	0.0%
			5	3	9	5	0.9%
1			18	5	27	12	2.1%
			3	2	3	2	0.4%
4			46	8	73	17	3.0%
					0	0	0.0%
5	0	0	72	18	112	36	6.3%

Comments
Multiple Appropriations: EPM & Superfund
Multiple Appropriations: EPM & Superfund
Multiple Appropriations: EPM & Superfund
Multiple Appropriations: EPM & Superfund

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Region 2

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions		0	6	6			8
Restructure or reduce highly graded supervisory and non-supervisory positions		0	46	4		0	5
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		0	9	6		0	
Total	0	0	61	16	0	0	13

dous ance fund	Leaking Underground Storage Tanks		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		
8			2	2	16	16		
1		0	15	2	66	7		
					0	0		
					0	0		
0		0			9	6		
9	0	0	17	4	91	29	4%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)	0	0	37	16	0	0	15
Consolidate or reduce administrative or support functions	0	0	22	11	0	0	13
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	144	70	2	2	61
Restructure to focus on core business functions (administrative support)	0	0	24	12	0	0	21
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	0	0	0	0	0	0	0
Total	0	0	227	109	2	2	110

dous ance fund	Leaking Underground Storage Tanks		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
5	0	0	16	16	68	37	4.49%	Includes 2 SES positions.
10	0	0	20	11	55	32	3.88%	
25	0	0	34	15	241	112	13.59%	
8	0	0	6	3	51	23	2.79%	
0	0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0	0.00%	
48	0	0	76	45	415	204	24.76%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
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	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
			1	1	1	1	
					0	0	
			2	2	2	2	
			13	13	13	13	
			10	10	10	10	
0	0	0	26	26	26	26	3%

Comments
Improve flexibilities and efficiencies in addressing core mission functions by consolidating position functions into other administrative positions, technical positions and use of contracting support.
Realize efficiencies by combining administrative duties and automating functions.
Gain efficiencies through Lean process and other efficiency tools. Align resources to strengthen support of state programs. Realign resources to core regulatory duties. Replace outdated or obsolete skills and duties. Maximize use of advances in use of electronic information transfers and the increased focus on a narrower set of environmental conditions needing field evaluation.
Cooperative federalism. State enforcement programs in place, realigning direct enforcement to recognize efficiencies
Based on template data provided by HQs of 914 as of Apr 05, 2017

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Region 5

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)	0	0	8	1	0	0	0
Consolidate or reduce administrative or support functions	0	0	6	6	0	0	0
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	10	8	0	0	3
Restructure to focus on core business functions (administrative support)	0	0	4	3	0	0	0
Restructure to focus on STEM/programmatic priorities	0	0	51	28	1	1	16
Consolidate and streamline functions/activities/reduce number of programs	0	0	12	3	0	0	1
Total	0	0	91	49	1	1	20

dous ance fund	Leaking Underground Storage Tanks		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
0	0	0	6	2	14	3	0.3%
0	0	0	6	3	12	9	0.8%
2	0	0	1	1	14	11	1.0%
0	0	0	66	11	70	14	1.3%
5	3	1	0	0	71	35	3.3%
1	0	0	12	6	25	10	0.9%
8	3	1	91	23	206	82	7.6%

Comments
The mulitple appropriations positions are in the Office of External Communications and the Office of Regional Counsel (ORC).
The mulitple appropriations positions are in the QA Lab and the ORC.
The mulitple appropriations positions are in the Planning and Quality Assurance Group in the Office of Regional Administrator (ORA).
The mulitple appropriations positions are in the Resources Management Division (RMD), ORA and ORC.
The mulitple appropriations positions are in RMD, ORA and ORC.

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Region 6

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)			21	7	0	0	0
Consolidate or reduce administrative or support functions			12	6	0	0	1
Restructure or reduce highly graded supervisory and non-supervisory positions			53	17	0	0	17
Restructure to focus on core business functions (administrative support)			64	23	0	0	1
Restructure to focus on STEM/programmatic priorities			101	22	0	0	0
Consolidate and streamline functions/activities/reduce number of programs			26	22	1	1	38
Total	0	0	277	97	1	1	57

dous ance fund	Leaking Underground Storage Tanks		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
0	0	0	0	0	21	7	0.9
1	0	0	1.5	1.5	14.5	8.5	1.1
7	0	0	21	2	91	26	3.4
1	0	0	0	0	65	24	3.2
0	0	0	0	0	101	22	2.9
25	0	0	1	1	66	49	6.5
34	0	0	23.5	4.5	358.5	136.5	18.1

Comments
We anticipate a significant number of safe positions
We anticipate a significant number of safe positions
We anticipate a significant number of safe positions
We anticipate a significant number of safe positions
We anticipate a significant number of safe positions
We anticipate a significant number of safe positions

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Region 7

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			62	17			22
Restructure to focus on core business functions (administrative support)			11	6			
Restructure to focus on STEM/programmatic priorities							
Consolidate and streamline functions/activities/reduce number of programs							
Total	0	0	73	23	0	0	22

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
			3	1	3	1	
3			59	12	143	32	
			13	6	24	12	
					0	0	
					0	0	
3	0	0	75	19	170	45	9%

Comments
Estimated approximately 10% of the remaining targeted positions after primary theme (row 7)
R7 Primary Theme - Very Accurate Estimate of targeted positions.
Estimated approximately 90% of the remaining targeted positions after primary theme (row 7)
Across Multiple Appropriations involves 70%'B' 30%'T' for R7

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Region 8

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			3	2			
Restructure or reduce highly graded supervisory and non-supervisory positions			35	3	2	1	8
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	38	5	2	1	8

EPM=47.7
SF=12.85
Oil=0.45

dous ance fund	Leaking Underground Storage Tanks		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		
					3	2	0.38%	
2					45	6	1.15%	
					0	0		
					0	0		
					0	0		
2	0	0	0	0	48	8	1.53%	

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Delayering (increasing supervisor to staff ratio)							
Restructure or reduce highly graded supervisory and non-supervisory positions			2	2			
Restructure to focus on core business functions (administrative support)			28	5			
Restructure to focus on STEM/programmatic priorities			19	4			
Consolidate or reduce administrative or support functions			4	4			
Total	0	0	53	15	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
				2	0	2	0.27%
				2	0	2	0.27%
1					2	3	0.41%
					28	5	0.68%
2					19	6	0.82%
				1	4	5	0.68%
3	0	0	0	5	53	23	3.13%

Comments
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
total Workforce 736

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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			2.5	1			2.3
Restructure to focus on core business functions (administrative support)			1	1			
Restructure to focus on STEM/programmatic priorities			61.4	8.9			5.4
Consolidate and streamline functions/activities/reduce number of programs			12	4			
Total	0	0	76.9	14.9	0	0	7.7

dous ance fund	Leaking Underground Storage Tanks		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%	
					0	0	0%	
1					4.8	2	0.4%	
					1	1	0.2%	
3.1	1	0			67.8	12	2.2%	
					12	4	0.7%	
4.1	1	0	0	0	85.6	19	3.5%	

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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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Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland (Progr
	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions
Delayering (increasing supervisor to staff ratio)					
Consolidate or reduce administrative or support functions					
OA - 342 Support Services Specialist GS-12 (1); GS-13 (8); GS-14 (1); GS-15 (1)					
OHR - 0326 Office Automation Clerical and Assistance GS-04					
OHR - 303 Miscellaneous Clerk and Assistant - GS-06					
OAM - 0306 Government Information Specialist GS-12 (3)					
OGD - 0303 Grants Assistant GS-08					
Cincinnati - 1654 Printing GS-13					
Restructure or reduce highly graded supervisory and non-supervisory positions			**11**	**7**	
RTP - 0801 General Engineer - GS-14					
RTP - 0201 HR Specialist - GS-12					
OA - 0343 Program Analyst - GS-12 (1); GS-13 (3); GS-14 (4); GS-15 (2)					
OHR - 0343 Program Analyst - GS-14 (14); GS-15 (2)					
OHR - 0301 Miscellaneous Administration and Program GS-13 (2); GS-14 (2); GS-15 (1)					
OALJ - 0301 Miscellaneous Administration and Program GS-12			1	1	
OROM - 1001 General Arts and Information GS-15			1	1	
OROM/FACMD - 0343 Program Analyst GS-12 (1); GS-14 (4); GS-15 (1)			6	3	
OROM/AOSD - 0343 Program Analyst - GS-15 (3)			3	2	
OAM - 0510 Accounting GS-13 (1); GS-14 (3)					
OAM - 0511 Auditor GS-12 (1); GS-13 (3); GS-14 (1); GS-15 (1)					
OGD - 1109 Grants Specialist GS-12 (1); GS-13 (2); GS-14 (2); GS-15 (1)					
OGD - 0343 Program Analyst GS-14					

Oil Spill rams	Hazardous Substance Superfund		Leaking Underground Storage Tanks		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	# of Targeted Positions	# of Max Offers	Max Offers as % of Office Workforce
							0	0	
					18	**17**	**18**	**17**	**2%**
					11	10	11	10	1.43%
					1	1	1	1	0.14%
					1	1	1	1	0.14%
					3	3	3	3	0.43%
					1	1	1	1	0.14%
					1	1	1	1	0.14%
					51	**33**	**62**	**40**	**6%**
					1	1	1	1	0.14%
					1	1	1	1	0.14%
					10	10	10	10	1.43%
					16	5	16	5	0.72%
					5	2	5	2	0.29%
							1	1	0.14%
							1	1	0.14%
							6	3	0.43%
							3	2	0.29%
					4	2	4	2	0.29%
					6	4	6	4	0.57%
					6	6	6	6	0.86%
					1	1	1	1	0.14%

Comments
13 Max Offers - EPM 82%; Superfund 18% **3 Max Offers - EPM 50%; Superfund 50%** **1 Max Offer EPM 90%; Superfund 10%**
EPM 82%; Superfund 18%
EPM 82%; Superfund 18%
EPM 82%; Superfund 18%
EPM 50%; Superfund 50%
EPM 90%; Superfund 10%
EPM 82%; Superfund 18%
Across Multiple Appropriations Breakout: **2 Max Offers - EPM 91%; Superfund 9%** **7 Max Offers - EPM 90%; Superfund 10%** **18 Max Offers - EPM 82%; Superfund 18%** **6 Max Offers - EPM 50%; Superfund 50%**
EPM 91%; Superfund 9%
EPM 91%; Superfund 9%
EPM 82%; Superfund 18%
EPM 82%; Superfund 18%
EPM 82%; Superfund 18%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 90%; Superfund 10%
EPM 90%; Superfund 10%

Cincinnati - 0343 Program Analyst (Records Management) GS-13					
Restructure to focus on core business functions (administrative support)			4	4	
OHR - 2210 IT Specialist GS-13 (2); GS-14 (1); GS-15 (1)					
OROM - 0301 Miscellaneous Administrative and Program GS-09 (1); GS-13 (1)			2	2	
OROM/RAPD - 0343 Program Analyst GS-13			1	1	
OROM/FACMD - 0905-GS-15			1	1	
OAM - 0301 Program Specialist GS-09 (1); GS-12 (1)					
OAM - 0318 Secretary GS-9 (2)					
OAM - 0326 Office Automation Clerk GS-7					
OAM - 0341 Administrative Officer GS-12					
OAM - 0343 Program Analyst GS-13 (1); GS-14 (2)					
OAM - 2210 IT Specialist GS-13 (6); GS-14 (2); GS-15 (1)					
OAM - 1102 Procurement Analyst GS-13 (4); GS-14 (13); GS-15 (8)					
OAM - 1106 Procurement Technician GS-07					
OGD - 1801 Compliance Specialist GS-13					
Cincinnati - 0318 Secretary GS-09					
Restructure to focus on STEM/programmatic priorities					
Consolidate and streamline functions/activities/reduce number of programs					
Total	**0**	**0**	**15**	**11**	**0**

					1	1	1	1	0.14%
					50	37	54	41	**6%**
					4	2	4	2	0.29%
							2	2	0.29%
							1	1	0.14%
							1	1	0.14%
					2	1	2	1	0.14%
					2	2	2	2	0.29%
					1	1	1	1	0.14%
					1	1	1	1	0.14%
					3	3	3	3	0.43%
					9	8	9	8	1.15%
					25	16	25	16	2.29%
					1	1	1	1	0.14%
					1	1	1	1	0.14%
					1	1	1	1	0.14%
							0	0	
							0	0	
0	**0**	**0**	**0**	**0**	**119**	**87**	**134**	**98**	**14%**

EPM 82%; Superfund 18%
Across Multiple Appropriations Breakout: **1 Max Offer - EPM 90%; Superfund 10%** **3 Max Offers - EPM 82%; Superfund 18%** **33 Max Offers EPM 50%; Superfund 50%**
EPM 82%; Superfund 18%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 50%; Superfund 50%
EPM 90%; Superfund 10%
EPM 82%; Superfund 18%
Across Multiple Appropriations Breakout: **2 Max Offers - EPM 91%; Superfund 9%** **9 Max Offers - EPM 90%; Superfund 10%** **34 Max Offers - EPM 82%; Superfund 18%** **42 Max Offers - EPM 50%; Superfund 50%**

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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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Office of the Chief Financial Officer (OCFO)

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)													0	0		
Consolidate or reduce administrative or support functions											4	4	4	4	2.50%	
Restructure or reduce highly graded supervisory and non-supervisory positions													0	0		
Restructure to focus on core business functions (administrative support)											20	3	20	3	1.88%	
Restructure to focus on STEM/programmatic priorities							4	1			132	18	136	19	11.88%	
Consolidate and streamline functions/activities/reduce number of programs													0	0		
Total	0	0	0	0	0	0	4	1	0	0	156	25	160	26	16.25%	

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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Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			2.5	1			2.3
Restructure to focus on core business functions (administrative support)			1	1			
Restructure to focus on STEM/programmatic priorities			61.4	8.9			5.4
Consolidate and streamline functions/activities/reduce number of programs			12	4			
Total	0	0	76.9	14.9	0	0	7.7

dous ance fund	Leaking Underground Storage Tanks		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%	
					0	0	0%	
1					4.8	2	0.4%	
					1	1	0.2%	
3.1	1	0			67.8	12	2.2%	
					12	4	0.7%	
4.1	1	0	0	0	85.6	19	3.5%	

Office Workforce is 541

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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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Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)													0	0		
Consolidate or reduce administrative or support functions			3	2									3	2	0.38%	
Restructure or reduce highly graded supervisory and non-supervisory positions			35	3	2	1	8	2					45	6	1.15%	
Restructure to focus on core business functions (administrative support)													0	0		
Restructure to focus on STEM/programmatic priorities													0	0		
Consolidate and streamline functions/activities/reduce number of programs													0	0		
Total	0	0	38	5	2	1	8	2	0	0	0	0	48	8	1.53%	

EPM=47.7
SF=12.85
Oil=0.45

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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Office of Environmental Information
Request for VERA/VSIP

OEI's overall goal is to become a high-performing organization that supports mission-critical Agency work through the use of modern information technology (IT) and information management (IM). Over the past 2 years, OEI has led changes to how the Agency integrates IM/IT including: adopting agile planning, centralizing IT infrastructure and platforms, and finalizing a realignment of services to create a stronger IM/IT partnership for Agency customers. OEI plans to continue to build its IT workforce to support the skills and competencies needed for the future.

OEI plans to utilize VERA/VSIP to normalize our grade structure. Post VERA-VSIP, OEI hopes to attract a dynamic mixture of lower graded individuals at the GS-7 through GS-13 levels with a range of IM/IT expertise and skills.

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.

Several drivers impact the sustainability of this workforce distribution:

- 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 are highly-graded experts, which does not allow for a career ladder growth path. Through restructuring, OEI needs 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.

- OEI is experiencing low attrition rates. Current attrition rates inhibit change and impact our ability to hire and retain the next generation workforce. Such low attrition rates restrict our ability to rebalance our future workforce in terms of size, skills, and grade distribution. OEI currently has 74 positions that are fully eligible for immediate retirement, averaging about 10 retirements per year. Entry level hiring is limited, as is our ability to effectively restructure higher graded positions to focus on more transferable skills rather than specific programs or technologies.

Given these drivers, OEI proposes to reduce and restructure our nonsupervisory high-graded workforce. To ensure we have a sufficient pool of applicants, we will offer VERA/VSIP to GS-15s, GS-14s and GS-13s across non-supervisory positions. We will limit the number of eliminated positions on an office-by-office basis within OEI, and in some cases at the sublevel as each organization has differing needs and current staffing levels to support the work. We expect to offer a total of 25 (estimated) positions. Following VERA/VSIP, OEI will look to restructure functions, positions, and/or organizational structures. 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.

Region 6 VERA/VSIP Themes

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 are known. Therefore, future organizational charts will not be submitted at this time.

Target:

- GS-0028-15 Supervisory Environmental Protection Specialists (Dallas, Texas) * 2 safe positions
- GS-0819-15 Supervisory Environmental Engineer (Dallas, Texas) * 2 safe positions
- GS-1301-15 Supervisory Environmental Scientist (Dallas, Texas) * 1 safe position
- GS-0028-14 Supervisory Environmental Protection Specialists (Dallas, Texas, El Paso, Texas)
- GS-0819-14 Supervisory Environmental Engineer (Dallas, Texas)
- GS-1301-14 Supervisory Environmental Scientist (Dallas, Texas)
- GS-1320-14 Supervisory Chemist (Houston, Texas)

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.

Target:

- GS-0029-07 Environmental Protection Assistant (Dallas, Texas)
- GS-0344-08 Management Assistant (OA) (Houston, Texas)
- GS-0318-08 Secretary (OA) (Dallas, Texas)
- GS-0950-12 Paralegal Specialists (Dallas, Texas)
- GS-0343-12 Management Analyst (Dallas, Texas)
- GS-0343-13 Lead Management & Program Analyst (Dallas, Texas)
- GS-0341-12 Administrative Officer (Dallas, Texas)

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.

Target:

- GS-0028-14 Environmental Protection Specialists (Dallas, Texas)
- GS-0415-14 Toxicologist (Dallas, Texas)
- GS-0819-14 Environmental Engineers (Dallas, Texas and El Paso, Texas)
- GS-1301-14 Environmental Scientists (Dallas, Texas)
- GS-0905-15 Nonsupervisory General Attorneys (Dallas, Texas) * 10 safe positions
- GS-1320-14 Supervisory Chemist (Houston, Texas)
- GS-2210-14 Information Technology Specialist (Dallas, Texas)
- GS-0301-15 Senior Advisor (Dallas, Texas)
- GS-0343-14 Management & Program Analyst (Leader)

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.

Target:

- GS-0028-12 Environmental Protection Specialists (Dallas, Texas)
- GS-0028-13 Environmental Protection Specialists (Dallas, Texas)
- GS-0819-12 Environmental Engineers (Dallas, Texas)
- GS-0819-13 Environmental Engineers (Dallas, Texas and Houston, Texas)
- GS-0819-14 Environmental Engineers (Dallas, Texas)
- GS-0343-13 Lead Program & Management Analyst (Dallas, Texas)
- GS-0341-12 Administrative Officer (Dallas, Texas)
- GS-0905-14 General Attorneys (Dallas, Texas and Houston, Texas)
- GS-1301-12 Environmental Engineers (Dallas, Texas)
- GS-1301-13 Environmental Engineers (Dallas, Texas and Houston, Texas)
- GS-0318-08 Secretary (OA) (Dallas, Texas)

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.

Target:

- GS-0028-12 Environmental Protection Specialists (Dallas, Texas)
- GS-0028-13 Environmental Protection Specialists (Dallas, Texas)
- GS-0301-13 Small & Disadvantaged Business Coordinator (Dallas, Texas)
- GS-0301-13 Acquisition Analyst (Dallas, Texas)
- GS-0342-12 Support Services Specialist (Dallas, Texas)
- GS-0343-12 Management & Program Analyst (Houston, Texas)
- GS-0401-12 Life Scientist (Dallas, Texas)
- GS-0401-13 Aquatic Biologist (Dallas, Texas)
- GS-0501-12 Financial Specialists (Dallas, Texas)
- GS-0819-13 Environmental Engineer (Dallas, Texas and El, Paso)
- GS-0819-14 Environmental Engineer (Dallas, Texas)
- GS-1301-12 Environmental Scientist (Dallas, Texas)
- GS-1301-13 Physical Scientist (Dallas, Texas)
- GS-1320-13 Chemists (Houston, Texas)

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.

Target:

- GS-0028-09 Environmental Protection Specialist (Dallas, Texas)
- GS-0028-11 Environmental Protection Specialist (Dallas, Texas)
- GS-0028-12 Environmental Protection Specialists (Dallas, Texas)
- GS-0028-13 Environmental Protection Specialists (Dallas, Texas)
- GS-0201-13 Human Resources Specialist (Dallas, Texas)
- GS-0301-13 Community Relations Coordinator (Dallas, Texas)
- GS-0301-14 Special Projects Coordinator (Dallas, Texas)
- GS-0318-08 Secretary (OA) (Dallas, Texas)
- GS-0343-12 Management & Program Analyst (Dallas, Texas)
- GS-0343-13 Management & Program Analyst (Dallas, Texas)
- GS-0819-13 Environmental Engineer (Dallas, Texas)
- GS-0401-12 Biologist (Houston, Texas)
- GS-0401-13 Life Scientist (Dallas, Texas)
- GS-1001-13 Visual Arts Specialist (Dallas, Texas)
- GS-1035-12 Public Affairs Specialist (Dallas, Texas)
- GS-1035-13 Public Affairs Specialist (Dallas, Texas)
- GS-1301-09 Physical Scientist (Dallas, Texas)
- GS-1301-13 Physical Scientists (Dallas, Texas)

- GS-1301-13 Environmental Scientist (Houston, Texas)

Region 6	Total Non-Term Employees	Regular 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	Max # of Offers	# to Restructure	# to Eliminate
ADA,OKLAHOMA	1			1													
0028-Environmental Protection Specialist	1			1													
DALLAS,TEXAS	687	204	158	619	0	6	4	26	70	60	30			196	132	132	0
0018-Safety and Occupational Health Managemen	1	1		1													
0028-Environmental Protection Specialist	139	49	40	134			2	8	25	11	3			49	45	45	
0029-Environmental Protection Assistant	1	1		1		1								1	1	1	
0080-Security Administration	1																
0201-Human Resources Management	6		1	6					1					1	1	1	
0260-Equal Employment Opportunity	2	1		2													
0301-Miscellaneous Administration and Program	19	7	3	18					4	1	1			6	5	5	
0306-Government Information Specialist	3	1	2	3			1							1	1	1	
0308-Records Management	1	1		1													
0318-Secretary	14	6	5	13		4								4	4	4	
0326-Office Automation Clerical and Assistance	1			1													
0340-Program Management	8	6	1	8													
0341-Administrative Officer	3	2	2	3				1						1	1	1	
0342-Support Services Administration	7	1	3	6				1						1	1	1	
0343-Management and Program Analysis	21	7	3	20				2	2	1				5	5	5	
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				1	3					4	4	4	
0415-Toxicology	3	1	1	3						1				1	1	1	
0501-Financial Administration and Program	8	3	1	8				4						4	2	2	
0505-Financial Management	1																
0510-Accounting	3	1	1	3													
0560-Budget Analysis	1		1	1													
0819-Environmental Engineering	132	43	39	127				1	19	8	6			34	29	29	
0905- Nonsupervisory General Attorney	63	13	10	55						30	17			47	4	4	
0950-Paralegal Specialist	5	2	3	5				5						5	2	2	
0986-Legal Assistance	1		1	1		1								1	1	1	
1001-General Arts and Information	1	1		1					1					1	1	1	

Comments

1035-Public Affairs	11	3	4	9				1	1					2	1	1	
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			1	2	14	5	3			25	21	21	
1306-Health Physics	1	1		1													
1350-Geology	3	1	1	3													
2210-Information Technology Management	9	2	2	8						3				3	2	2	
EL PASO,TEXAS	6	2	2	6					1	2				3	3	3	
1301-General Physical Science	1			1													
0028-Environmental Protection Specialist	1	1		1						1				1	1	1	
0318-Secretary	1	1		1													
0819-Environmental Engineering	3		2	3					1	1				2	2	2	
HOUSTON,TEXAS	41	19	6	40		1		2	11	4				18	12	12	0
0028-Environmental Protection Specialist	1			1													
0343-Management and Program Analysis	1	1		1				1						1	1	1	
0344-Management and Program Clerical and Ass	1	1		1		1								1	1	1	
0401-General Natural Resources Management a	3	1	1	3				1						1	1	1	
0819-Environmental Engineering	4	1		4					1					1	1	1	
0905- Nonsupervisory General Attorney	1	1		1						1				1	1	1	
1035-Public Affairs	1	1		1													
1301-General Physical Science	8	3	4	8					2					2	2	2	
1320-Chemistry	19	10	1	19					8	3				11	5	5	
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		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 10

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions							
Restructure or reduce highly graded supervisory and non-supervisory positions			2.5	1			2.3
Restructure to focus on core business functions (administrative support)			1	1			
Restructure to focus on STEM/programmatic priorities			61.4	8.9			5.4
Consolidate and streamline functions/activities/reduce number of programs			12	4			
Total	0	0	76.9	14.9	0	0	7.7

dous ance fund	Leaking Underground Storage Tanks		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%	
					0	0	0%	
1					4.8	2	0.4%	
					1	1	0.2%	
3.1	1	0			67.8	12	2.2%	
					12	4	0.7%	
4.1	1	0	0	0	85.6	19	3.5%	

Office Workforce is 541

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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 10

Office of the Chief Financial Officer (OCFO)

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)													0	0		
Consolidate or reduce administrative or support functions			3.2	3.2			0.8	0.8					4	4	2.50%	
Restructure or reduce highly graded supervisory and non-supervisory positions													0	0		
Restructure to focus on core business functions (administrative support)			16	2.4			4	0.6					20	3	1.88%	
Restructure to focus on STEM/programmatic priorities			105.6	14.75			30.4	4.25					136	19	11.88%	
Consolidate and streamline functions/activities/reduce number of programs													0	0		
Total	0	0	124.8	20.35	0	0	35.2	5.65	0	0	0	0	160	26	16.25%	

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

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)			21	7	0	0	0	0	0	0	0	0	21	7	0.9	We anticipate a significant number of safe positions
Consolidate or reduce administrative or support functions			12	6	0	0	1	1	0	0	1.5	1.5	14.5	8.5	1.1	We anticipate a significant number of safe positions
Restructure or reduce highly graded supervisory and non-supervisory positions			53	17	0	0	17	7	0	0	21	2	91	26	3.4	We anticipate a significant number of safe positions
Restructure to focus on core business functions (administrative support)			64	23	0	0	1	1	0	0	0	0	65	24	3.2	We anticipate a significant number of safe positions
Restructure to focus on STEM/programmatic priorities			101	22	0	0	0	0	0	0	0	0	101	22	2.9	We anticipate a significant number of safe positions
Consolidate and streamline functions/activities/reduce number of programs			26	22	1	1	38	25	0	0	1	1	66	49	6.5	We anticipate a significant number of safe positions
Total	0	0	277	97	1	1	57	34	0	0	23.5	4.5	358.5	136.5	18.1	

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 5

Appropriation	Technology		Program and		Programs		Substance	
Theme	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers
Delayering (increasing supervisor to staff ratio)	0	0	8	1	0	0	0	0
Consolidate or reduce administrative or support functions	0	0	6	6	0	0	0	0
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	10	8	0	0	3	2
Restructure to focus on core business functions (administrative support)	0	0	4	3	0	0	0	0
Restructure to focus on STEM/programmatic priorities	0	0	51	28	1	1	16	5
Consolidate and streamline functions/activities/reduce number of programs	0	0	12	3	0	0	1	1
Total	0	0	91	49	1	1	20	8

Underground		Across		Totals		
# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	Max Offers as % of Office Workforce
0	0	6	2	14	3	0.3%
0	0	6	3	12	9	0.8%
0	0	1	1	14	11	1.0%
0	0	66	11	70	14	1.3%
3	1	0	0	71	35	3.3%
0	0	12	6	25	10	0.9%
3	1	91	23	206	82	7.6%

Comments
The mulitple appropriations positions are in the Office of External Communications and the Office of Regional Counsel (ORC).
The mulitple appropriations positions are in the QA Lab and the ORC.
The mulitple appropriations positions are in the Planning and Quality Assurance Group in the Office of Regional Administrator (ORA).
The mulitple appropriations positions are in the Resources Management Division (RMD), ORA and ORC.
The mulitple appropriations positions are in RMD, ORA and ORC.

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 SES, 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. 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 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.

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														
10														
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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

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#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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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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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														
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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														
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302														
13														
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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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4														
1														
1														
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**

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1														
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9														
5														
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1														
170														
1														
13														
1														
4														
46														
6														
2														
4														
75														
2														
2														
1														
1														
3														
6														
3														
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
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
2						1				1	1	1	0
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						9	11			20	20	20	0
1										0	0	0	0
1							1			1	1	1	0
21						2	2			4	4	4	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						1				1	1	1	0
14							2			2	2	2	0
5							1			1	1	1	0
7						1	1			2	2	2	0
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3							1			1	1	1	0
37						2	5		1	8	2	2	0
3							2			2	1	1	0
1										0	0	0	0
11							2		1	3	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		

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1										0	0	0	0
294						21	24		3	48	37	37	0
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36						2	1		1	4	4	4	0
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2						1				1	1	1	0
23						3	2			5	2	2	0
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2										0	0	0	0
2										0	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
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6						1				1	1	1	0
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49						3	4		2	9	5	5	0
22						1	2			3	1	1	0
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9							2			2	2	2	0
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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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119						13	14			27	12	12	0
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12						2	1			3	2	2	0
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6								1		1	1	1	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						7	10		1	18	15	15	0
3									1	1	0	0	0
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7										0	0	0	0
2										0	0	0	0
24						1	2			3	3	3	0
13										0	0	0	0
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4										0	0	0	0
9										0	0	0	0
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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	

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37			2	1	10	6	8			27	27	27	0
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7					2		2			4	4	4	0
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2						2				2	2	2	0
4			1		2	1				4	4	4	0
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3					1		1			2	2	2	0
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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		

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29						1	9		1	11	9	9	0
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4						1				1	1	1	0
17						2	1		1	4	4	4	0
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3								1		1	1	1	0
2										0	0	0	0
49						2	8			10	7	7	0
1										0	0	0	0
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25						3	1			4	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**

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12						1				1	1	1	0
3										0	0	0	0
										0	0	0	0
1										0	0	0	0
5							2			2	2	2	0
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1										0	0	0	0
1											0	0	0
1463	0	0	2	1	10	93	116	2	9	233	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														
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														

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														

Region 10	Series	Div/Off	Branch/ Section	Unit	Total Non-Term Employees	Retire 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
					27	3	3	27														
ANCHORAGE,ALASKA	1301-General Physical Science	Subtotal			5			5	0	0	0	0	0	0	0	0	0	**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														

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,WASHING					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											1				1	0.5	0.5				Restructure to GS 14 engineer or scientist. Max of one offer in either Seattle or Portland.
	318-Secretary	Subtotal			1			1															
	340-Program Management	Subtotal			2		2	2															
	343-Management and Program	Subtotal			1			1															

	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											1			1	1	1			Restructure to lower GS-14.
	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									3					3	2	2			Restructure position to be more technical.
		ECL	EMP	SPAR									1					1	1	1			Restructure into GS 13 scientific, technical or engineering series.
		OCE											13					13	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										16						16	2	2		Restructure into GS 12 scientific, technical or engineering series.
		OERA									1							1	1	1		Restructure to focus on information management, FOIA, etc.
		OWW												2				2	0.5	0.5		Restructure to GS 14 engineer or scientist. Max of one offer in either Seattle or Portland.
		OWW											16					16	1	1		Restructure into GS 13 scientific, technical or engineering series.
		OWW										8						8	1	1		Restructure into GS 12 scientific, technical or engineering series.
		RAD		PACE								3	2					5	3	3		Restructure for efficiencies from combining functions.
	29-Environmental Protection Assistant	Subtotal			1	1		1														
		ECL								1								1	1		1	Eliminate position due to changing nature of work.
	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											4					4	1	1		Restructure to GS-12 ecologist
	415-Toxicology	Subtotal			6	2		6														
		OERA											5					5	1	1		Restructure to a different scientific discipline.
	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							1	1		1	Have eliminated need for current job functions.
	510-Accounting	Subtotal			3			3														
	560-Budget Analysis	Subtotal			7	3		6														
	690-Industrial Hygiene	Subtotal			1			1														

	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	27	44	3	1	0	0	78	19	17	2	

VERA/VSIP Business Case Summary: REGION 10

Region 10 is requesting approval authority for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out) 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 are 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. Conceivably, not all employees interested in applying for a VERA/VSIP will receive an offer, as more employees may be interested than offers extended.

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 nineteen VERA/VSIP offers among incumbents of 41 targeted positions which are eligible for either Regular or Early Retirement. An additional 37 targeted positions are occupied by individuals not eligible for either Regular or Early Retirement, and Region 10 does not plan to extend any VSIP offers to them. Duty stations are primarily in Seattle, but also in Richland, WA and Portland, OR. Please see the Region 10 spreadsheet for full details. 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 below.

Restructure to focus on STEM/programmatic priorities: This theme represents the majority of positions offered by Region 10; especially as more positions transition from the Environmental Protection Specialist series to the more technical series of Scientists and Engineers in order to address the scientific, technical, and engineering needs of the future.

- The Office of Water and Watersheds (OWW) plans to restructure up to one of sixteen Environmental Protection Specialist positions (GS-0028-13) into a GS-13 scientific or engineering position. Region 10 plans to convert these positions to engineers, scientists or other specialized series to support technical and scientific work priorities.
- The Office of Water and Watersheds (OWW) plans to make restructure up to one of four non-supervisory Environmental Protection Specialist GS-0028-14 positions to a non-supervisory GS-14 scientific or engineering position. These positions are located in Seattle and Portland.
- The Office of Water and Watersheds (OWW) plans to restructure up to one of eight Environmental Protection Specialist GS-0028-12 positions to a non-supervisory GS-12 scientific or engineering position. Region 10 plans to convert these positions to engineers, scientists or other specialized series to support technical and scientific work priorities.
- The Office of Environmental Cleanup (Superfund and Brownfields) plans to restructure up to three Environmental Protection Specialist positions (GS-0028-13) into GS-13 scientific or engineering positions. Region 10 plans to make one offer for a position in the Spill Prevention and Removal Unit and up to two offers for positions in the Assessment and Brownfields Unit. Region 10 plans to convert these positions to engineers, scientists or other specialized series to support technical and scientific work priorities.
- The Office of Compliance and Enforcement (OCE) plans to restructure up to two of fourteen Environmental Protection Specialist GS-0028-13 positions. One may be restructured to a GS-12 scientific or engineering positions. One may be restructured into a non-supervisory team lead for the Groundwater Unit which has increasing workload due to high priority drinking water issues in Indian Country and Portland, OR.
- The Office of Compliance and Enforcement (OCE) plans to restructure up to two of sixteen Environmental Protection Specialist GS-0028-12 positions across three units to GS-12 scientific, technical, or engineering positions to meet changing programmatic needs. For example, Idaho's upcoming CWA authorization and e-reporting data management needs.
- The Office of Environmental Review and Assessment (OERA) plans to restructure up to one of five GS-0415-13 Toxicologist positions to reflect changes in workload that enables OERA to restructure into a different scientific discipline.

Restructure or reduce highly-graded supervisory or non-supervisory positions: The Region seeks to establish a more balanced grade/experience distribution by restructuring two highly-graded supervisory and non-supervisory positions. The grade-controlling responsibilities of

anyone who separates will be distributed among others who are grade-appropriate in their respective Offices.

- The Office of Environmental Cleanup (ECL) plans to restructure up to one of one GS-15 Supervisory Environmental Scientist position into a GS-14 Supervisory scientific or engineering position.
- The Office of Environmental Review and Assessment (OERA) plans to restructure up to one of four GS-408-13 Ecologist positions to a lower-graded GS-0408-12 Ecologist position.

Consolidate and streamline functions/activities/reduce number of programs:

- The Regional Administrator's Division (RAD) plans to restructure up to three of five Environmental Protection Specialists (GS-0028-12 and GS-0028-13) in the Public Affairs and Community Engagement Unit (PACE) in order to restructure the positions by combining functions, particularly in smaller programs and communities work. RAD plans to restructure positions to a new series such as GS-1035 Public Affairs Specialist, GS-0343 Program Analyst, or similar depending upon developing needs.
- The Office of Environmental Review and Assessment (OERA) plans to restructure one of one Environmental Protection Specialist GS-0028-09 in order to combine and streamline functions. This will also align the position within the Office of Management Programs/Information Services Unit (FOIA Team) as originally envisioned in the 2015-16 reorganization.
- The Office of Management Programs (OMP's) plans to eliminate a GS-0503-9 Financial Technician. This position functions as the Travel Coordinator; increased decentralization in R10 of these responsibilities to the Administrative Specialists, coupled with consolidation of financial systems of People Plus and Concur in Fiscal Management and Planning Unit (FMPU), and access to the national help desk, eliminates the need for the current job functions.

Consolidate or reduce administrative or support functions:

- The Office of Environmental Cleanup (ECL) plans to eliminate up to one of one GS-0029-7 Environmental Protection Assistant position. The need for Environmental Protection Assistant positions has diminished; traditional activities accomplished by this series (e.g. filing, photocopying and mailing) have been largely replaced by electronic, paper-free processes that are conducted by staff.

REGION 9

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals		
	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)												**2**	0	2	
1 - Supv IT Specialist, GS-2210-14 (EMD)											1 of 2				
1 - Supv Public Affairs Spec. GS-1035-14 (OPA)											1 of 2				
Consolidate or reduce administrative or support functions				**4**								**1**	0	5	
1 - Administrative Specialist, GS-301-11 (RA)											1 of 1				
3 - Env. Protection Asst, GS-029-7/8 (WTR)			3 of 3												
1 - Secretary GS-318-8 (AIR)			1 of 1												
Restructure or reduce highly graded supervisory and non-supervisory positions				**2**				**1**					0	3	
1 - EPS, GS-028-15 (ENF)			1 of 1												
1 - EPS, GS-028-14 (ENF)			1 of 1												
1 - OSC Env. Scientist GS-1301-14 (SFD)							1 of 1								
Restructure to focus on core business functions (administrative support)				**5**									0	5	
1 - EPS, GS-028-12 (ENF)			**1 of 11**												
4 - EPS, GS-028-13 (ENF)			**4 of 17**												
Restructure to focus on STEM/programmatic priorities				**4**				**2**					0	6	
2 - Engineers, GS-819-13 (ENF)			2 of 10												
2 - Physical Scientist, GS-1301-13 (ENF)			2 of 9												
1 - OSC, GS-401/819/1301-13 (SFD)*							1 of 8								
1 - RPM, GS-401/819/1301-GS-13 (SFD)							1 of 46								
Consolidate and streamline functions/activities/reduce number of programs				**2**									0	2	
1 - Attorney GS-905-15 (ORC)			1 of 17												
1- Attorney GS-905-14 (ORC)			1 of 35												
Total	0	0	*17*	17	0	0	3	3	0	0	3	3	23	23	3%

Comments
All Positions Duty Station: San Francisco, CA
70% B - 30% T
70% B - 30% T
All Positions Duty Station: San Francisco, CA
70% B - 30% T
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
All Positions Duty Station: San Francisco, CA
Safe - Reassign RPM with Uranium Clearnup Exp
All Positions Duty Station: San Francisco, CA
Total Workforce 736

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG

OITA

OLEM

ORD

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 10

Region III

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)	0	0	37	16	0	0	15
Consolidate or reduce administrative or support functions	0	0	22	11	0	0	13
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	144	70	2	2	61
Restructure to focus on core business functions (administrative support)	0	0	24	12	0	0	21
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	0	0	0	0	0	0	0
Total	0	0	227	109	2	2	110

dous ance fund	Leaking Underground Storage Tanks		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
5	0	0	16	16	68	37	4.49%	Includes 2 SES positions.
10	0	0	20	11	55	32	3.88%	
25	0	0	34	15	241	112	13.59%	
8	0	0	6	3	51	23	2.79%	
0	0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0	0.00%	
48	0	0	76	45	415	204	24.76%	

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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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Use of VERA/VSIP to Restructure Nonsupervisory GS 13/14/15 Workforce

A significant proportion of EPA's workforce is classified in nonsupervisory high-graded (i.e., GS 13, 14 and 15) positions:

(Insert table showing data on GS 13s, 14s and 15s)

Several drivers impact the sustainability of this workforce distribution:

- Program priorities evolve over time. The specific knowledge that was once required to address a particular sector, program or pollutant may no longer be needed or may be needed at a level that is not sufficient to support a stand-alone, high graded position. In these cases, it can be difficult for individuals whose positions are based on such specific knowledge to effectively transition to other comparably graded work.

- Program evolution and process improvements impact the number of people we need as well as the required skill sets. Examples include:
    - Next Generation Compliance Strategy - Will require new skills in our technical and legal staff to utilize new monitoring technologies, work with communities and community-collected information on local impacts, and develop innovative enforcement approaches to improve compliance. These changes also impact regulatory and permitting personnel who assist states and others in adopting/ issuing regulations and permits that are consistent with Next Generation principles.
    - Re-engineering our partnerships with States/tribes - Will require us to balance EPA's obligation to provide certain oversight/accountability with the need to avoid duplication of work. The ability to effectively manage these multiple roles requires a high degree of collaboration, communication and interpersonal skills.
    - Skills Marketplace and other collateral duty approaches - Moving from a 1 person/1 program approach to greater cross-training and work-sharing will support our mission regardless of where short or long-term vacancies arise. Employees will need greater collaboration and self-management skills, and an ability to apply their degrees/technical backgrounds to a variety of programs.
    - Advanced automation/IT technologies – Will continue to streamline and redefine our work, allowing people to manage workloads more effectively and with greater consistency. For example, in EPA's grants programs, the project officer role will benefit from automated applications, tracking and oversight. These are changes that will impact optimal workload. As the focal point for negotiations/issue resolution, PO's will require enhanced communication, matrix management and problem-solving skills.

- Current attrition rates inhibit change and impact our ability to retain the next generation workforce.

Insert graph/table on attrition rates

Such low attrition rates restrict our ability to rebalance our future workforce in terms of size, skills, and grade distribution. Entry level hiring is limited, as is our ability to effectively restructure higher graded positions to focus on more transferable skills rather than specific programs, sectors or pollutants. These new positions, although fewer in number, would provide career advancement opportunities for existing GS-12's, thus supporting retention and sound succession management by furthering the next generation of senior technical staff and future managers.

Given these drivers, we propose to reduce and restructure our nonsupervisory high-graded workforce by offering VERA/VSIP to GS-13, 14 and 15's in our largest categories of technical/professional positions. To ensure we have a sufficient pool of applicants, we will open the VERA/VSIP to GS 14/15 supervisors/managers in these categories as well. Vacant supervisory/manager positions created by VERA/VSIP provide an opportunity to evaluate whether such positions should be eliminated~~backfilled~~ based on workforce/span of control factors; vacancies that need to be filled ~~approved for backfilling~~ will assist with our workforce profile goals since the likely pool of candidates is our GS13 and 14 staff.

OARM	OARM Office/Division	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
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														
	OARM-Cincinnati									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														
	OARM-Cincinnati							1											
340-Program Management		1			1														
343-Management and Program Analysis		12	3	3	12														
	OARM-Cincinnati (Records Management)									1									
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														
	OARM-RTP								1										
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														
	OARM-RTP										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														
	OROM/IO											1							
1102-Contracting (Procurement Analyst)		96	19	24	90														
	OAM									4	13	8							
1103-Industrial Property Management		1			1														
1106-Procurement Clerical and Technician		1	1		1		1												
	OAM																		
1109-Grants Management		22	6	5	22														
	OGD								1		2	1							
1170-Realty		1			1														
1640-Facility Operations Services		2		2	2														
1654-Printing Services		1			1														
1712-Training Instruction		1			1														
	OGD									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														
	OAM									6	2	1							
	OHR									2	1	1							
28-Environmental Protection Specialist		1			1														
301-Miscellaneous Administration and Program		21	7	7	20														
	OROM/AOSD							1											
	OROM/IO								1										
	OROM/RAPD									1									
	OAM							1	1										
	OGD						1		1										
	OHR (Conflict Management)									2	2	1							
303-Miscellaneous Clerk and Assistant		2	2		2														
	OHR						1												
306-Government Information Specialist		3	2	1	3														
	OAM								3										
318-Secretary		2	1	1	2														
	OAM							2											
326-Office Automation Clerical and Assistance		2	1		2														

	OAM						1												
	OHR					1													
340-Program Management		7	2	2	7														
341-Administrative Officer		2		1	2														
	OAM								1										
342-Support Services Administration		11	6	3	11														
	OA								1	8	1								
343-Management and Program Analysis		106	21	24	99														
	OROM/FACMD								1		1								
	OROM/RAPD									1									
	OROM/AOSD											3							
	OAM									1	2								
	OGD											1							
	OHR										13	3							
	OA*								2	2	3	3							
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														
	OAM									1	3								
511-Auditing		5	2	2	5														
	OAM								1	3	1	1							
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														
	OROM/FACMD										1								
935-Adminstrative Law Judge		3		2	3														
950-Paralegal Specialist		1		1	1														
#N/A		2		1	2														
Grand Total		**698**	**121**	**164**	**643**														

5/9/2017

OARM	OARM Office/Division	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
CINCINNATI,OHIO	Total # All Series:	68	9	21	65			1		2					3				
1654-Printing Services	OARM-Cincinnati	1	1		1					1					1	1			
318-Secretary	OARM-Cincinnati	2	1		2			1							1	1			
343-Management and Program Analysis	OARM-Cincinnati (Records Management)	12	3	3	12					1					1	1			
DURHAM,NORTH CAROLINA	Total # All Series:	131	11	19	111				1		1				2	3			
201-Human Resources Management	OARM-RTP	55	3	6	44				1						1	1			
801-General Engineering	OARM-RTP	1	1		1						1				1	1			
WASHINGTON,DC	Total # All Series:	433	93	112	407	1	4	4	10	34	51	23	0	0	127	2			
1001-General Arts and Information	OROM/IO	1		1	1							1			1	1	1	1	Restructure, web content development and lower grade
1102-Procurement Analyst	OAM	96	19	24	90					4	13	8			25	16			
1106-Procurement Clerical and Technician	OAM	1	1		1		1								1	1			
1109-Grants Management	OGD	22	6	5	22				1	2	2	1			6	6			
2210-Information Technology Management		25	1	9	25														
	OAM									6	2	1			9	8			
	OHR		1	2	4					2	1	1			4	2			
				Total 2210 Proposed:						8	3	2			13	10			
301-Miscellaneous Administration and Program		21	7	7	20														
301-Miscellaneous Administration and Program	OROM/AOSD									1					1	1	1	0	Analytical skills
	OROM/RAPD							1							1	1	1	1	Restructure
	OAM							1	1						2	1			
	OHR (Conflict and Info. Management Specialist)		1	4	5					2	2	1			5	2			
	OALJ								1						1	1			
				Total 301 Proposed:			0	2	2	3	2	1			10	6			
303-Miscellaneous Clerk and Assistant	OHR	2	2		2		1								1	1			
	OGD						1								1	1			
306-Government Information Specialist	OAM	3	2	1	3				3						3	3			
318-Secretary	OAM	2	1	1	2			2							2	2			
326-Office Automation Clerical and Assistance		2	1		2														
	OAM						1								1	1			
	OHR		1		1	1									1	1			
				Total 326 Proposed:		1	1								2	2			
341-Administrative Officer	OAM	2		1	2				1						1	1			
342-Support Services Administration	OA	11	6	3	11				1	8	1	1			11	10	11		Plus 1 for restructuring since one is not part of the V/V
343-Management and Program Analysis		106	21	24	99														
	OROM/FACMD								1		4	1			6	3	1	2	
	OROM/RAPD									1					1	1	1		Analytical skills
	OROM/AOSD											3			3	2	2		Restructure to lower grade
	OAM									1	2				3	3			
	OGD										1				1	1			
	OHR		4	5	16						14	2			16	5			
	OA	32	2	15	27				1	3	4	2			10	10	10		No Supervisory Positions Offered
				Total 343 Proposed:					2	5	25	8			40	25			
510-Accounting	OAM	4	1	1	4					1	3				4	2			
511-Auditing	OAM	5	2	2	5				1	3	1	1			6	4			
905-General Attorney	OROM/FACMD	26	2	7	23						1				1	1	0	1	Attorney position not needed, legal support provided by OGC
1801 - Compliance Specialist	OGD									1					1	1			
Grand Total		698	121	164	643	1	4	5	11	36	52	23	0	0	134	98			

OARM	OARM Office/Division	Grade	Employee Name	Total # of Targeted Positions
CINCINNATI,OHIO	**Total # All Series:**			**3**
1654-Printing Services	OARM-Cincinnati/Facilities Management and Services Division	13	Patricia Louis	1
318-Secretary	OARM-Cincinnati/Facilities Management and Services Division	9	Shirley Bell	1
343-Management and Program Analysis	OARM-Cincinnati (Records Management)/Information Resources Management Division	13	Cheryl Black	1
DURHAM,NORTH CAROLINA	**Total # All Series:**			**2**
201-Human Resources Management	OARM-RTP/Human Resources Management Division/Employee Services Section	12	Michael Davis	1
801-General Engineering	OARM-RTP/Facilities Operations Branch	14	Luis Lluberas	1
WASHINGTON,DC	**Total # All Series:**			**124**
1001-General Arts and Information	OROM/IO	15	Joanne Amorosi	1
1102-Contracting (Procurement Analyst)	OAM/Acquisition Policy and Training Service Center	13	Shakethia Allen	25
	OAM/Acquisition Policy and Training Service Center	13	Rodney Neely	
	OAM/Management and Support Service Center	13	Linda McKay	
	OAM/RTP Procurement Operations Division	13	Silvia Saracco	
	OAM/IO	14	Michelle Yvonne Brunecz	
	OAM/Acquisition Policy and Training Service Center	14	Howard Chenkin	
	OAM/Acquisition Policy and Training Service Center	14	Denise Clarke	
	OAM/Acquisition Policy and Training Service Center	14	Thomas Valentino	
	OAM/Management Support Service Center	14	Dianne Lyles	
	OAM/RTP Procurement Operations Division	14	Donald Sutton	
	OAM/Acquisition Policy and Training Service Center	14	Sylvia Danley Smith	
	OAM/IO	15	Douglas Baptist	
	OAM/IO	15	Susan Moroni	
	OAM/IO	15	Celia Vaughn	
	OAM/Policy Training and Oversight Division	15	Alfred Koehler	
	OAM/Policy Training and Oversight Division	15	Pauline Tonsil	
		14		
		15		
		15		
		15		
		15		
		15		
		15		
		15		

		15		
1106-Procurement Clerical and Technician	OAM/Management Support Service Center	7	Lawrence Alston	1
1109-Grants Management	OGD/Fellowships, IAGs and SEEs Branch	12	Diane Greene	6
	OGD/Fellowships, IAGs and SEEs Branch	13	Cheryl Clark	
	OGD/National Policy, Training and Compliance Division	13	Veronica Parker	
	OGD/Suspension and Debarment	14	Peggy Anthony	
	OGD/National Policy, Training and Compliance Division	14	Ellen Oboyle	
	OGD/Grants Management Branch	15	Jill Young	
1712-Training Instruction	OGD			1
2210-Information Technology Management	OAM/IO	13	Richard Belles	9
	OAM/IO	13	Suzette Creed	
	OAM/IO	13	Traci Jones	
	OAM/IO	13	Eileen Arnold	
	OAM/IO	13	Robin Grier	
	OAM/IO	13	Jeffrey Taylor	
	OAM/IO	14	Robert Wilson	
	OAM/IO	14	Rodriguez, Victor	
		15		
	OHR/ITD	13	Wayne Barber	4
	OHR/ITD	13	William A. Kirkland	
	OHR/ITD	14	Doris Martinez	
	OHR/ITD	15	Bobby Moore	
	Total 2210 Proposed:			**13**
301-Miscellaneous Administration and Program	OROM/AOSD	13	Adrienne Gantt	1
	OROM/RAPD	9	Charlie Hitchcock	2
	OAM/Management Support Service Center	9	DeEdria Pierce	2
		12		
	OHR/ITD (Information Management Specialist	13	Eduardo Gonzalez	5
	OHR/ITD (Information Management Specialist	13	Nicole C. Williams	
	OHR/ITD (Information Management Specialist	14	Stephanie Love	
	OHR/Employee Services Branch (Conflict Management)	14	Barbara Viney	
	OHR/IO (Executive Assistant)	15	Deborah Beard	
	OALJ	12	Mary Keemer	1
	Total 301 Proposed:			**14**
303-Miscellaneous Clerk and Assistant	OHR/IO	6	William Lew	1
	OGD/National Policy, Training and Compliance Division	8	Barbara Perkins	1
306-Government Information Specialist	OAM/Managemetn Support Service Center	12	Mildred Jackson	3
		12	Kush Khatri	
		12	Kirk Marusak	

318-Secretary	OAM/Policy Training and Oversight Division	9	Mildred Bowlding	2
	OAM/Superfund/RCRA/Regional Proc Ops Division	9	Latonya Robinson	
0326-Office Automation Clerical and Assistance	OAM/Management Support Service Center	7	Bridgette Thomas	1
	OHR/Policy, Planning and Training Division	4	Deborah Fields	1
	Total 326 Proposed:			**2**
341-Administrative Officer	OAM/IO	12	Patricia Little	
342-Support Services Administration	OA/Headquarters Service Branch	12	James D. Chesley	10
	OA/Headquarters Operations Branch	13	Phyllis Harris	
	OA/Headquarters Operations Branch	13	Terri Owens	
	OA/Headquarters Operations Branch	13	Cheryl Murray	
	OA/Headquarters Operations Branch	13	Helen Smith	
	OA/Headquarters Operations Branch	13	Shantell Brandon	
	OA/Real Property Services Staff	13	Tina Harrison	
	OA/Headquarters Service Branch	14	Anthony Hood	
	OA/Headquarters Service Branch	14	Michael Perry	
	OA/Headquarters Operations Branch	14	SeVera Wilson	
343-Program and Management Analyst	OROM/FACMD	12	Geraldine Brown	6
		13	Eugene Green	
		13	Toni Rousey	
		14	Oscar Carillo	
		14	Deborah L. Hinkle	
		14	Mark Joyce	
	OROM/RAPD	13	Nadene Walker	1
	OROM/AOSD	15	Sandy Womack	3
		15	Nicholas Wiskerchen	
		15	William S. Settle	
	OAM/Acquisition Policy and Training Service Center	13	Karen Richardson	3
	OAM/IO	14	Daniel Levesque	
	OAM/Headquarters Procurement Ops Division	14	Melanie Gooden	
	OGD	14	Linda Fletcher	1
	OHR/Diversity and Recruitment Branch	14	Wendy Christina Brown	16
	OHR/IO	14	Terrence Jackson	
	OHR/Workforce Planning Branch	14	Lester Facey	
	OHR/Program Management Staff	14	Michelle McClendon	
	OHR/Diversity and Recruitment Branch	14	Tracye Smith-Starckey	
	OHR/Training Branch	14	Piyachat Terrell	
	OHR/Training Branch	14	Kent Smith	
	OHR/Training Branch	14	Claire Milam	
	OHR/Diversity and Recruitment Branch	14	Michael Nieves	

	OHR/Policy and Accountability Branch	14	Alan Bogus	
	OHR/Employee Services Branch	14	Wayne D. White	
	OHR/Training Branch	14	Edna Mercado	
	OHR/Executive Resources Division	14	Malissa Griffin	
	OHR/Diversity and Recruitment Branch	15	Tania Allen	
	OHR/Training Branch	15	Sharon Ridings	
	OHR/IO	15	Kenneth Schreefer	
	OA/Headquarters Operations Branch	12	Bernie Ray-Davis	10
	OA/Resource Management Staff	13	Lynnette Jones	
	OA/Security Management Division	13	Beverly Ware	
	OA/Physical Security and Preparedness Branch	13	Stacey Robinson	
	OA/Program Management Staff	14	Sunday Eme	
	OA/Headquarters Service Branch	14	Rebecca Snipes	
	OA/Environ, Safety, and Health Prog Branch	14	Peter Stinger	
	OA/Environ, Safety, and Health Prog Branch	14	Pamela McCutcheon	
	OA/Resource Management Staff	15	Norman Boyle	
	OA/Real Property Services Staff	15	John Dady	
	Total 343 Proposed:			**36**
510-Accounting	OAM/Financial Analysis and Oversight Service Center	13	Rose Piard-Hylton	4
		14	Linear Cherry	
		14	Carol Reid	
		14	Jacqueline Smith	
511-Auditing	OAM/RTP Procurement Operations Division	12	David Christofel	6
	OAM/Financial Analysis and Oversight Service Center	13	Charles Gourdine	
	OAM/Financial Analysis and Oversight Service Center	13	Alejandra Herbas	
	OAM/Financial Analysis and Oversight Service Center	13	Inethia Scott	
	OAM/Financial Analysis and Oversight Service Center	14	Bonnie Sharp	
	OAM/Financial Analysis and Oversight Service Center	15	Anthony Ward	
905-General Attorney	OROM/FACMD	14	James McCleary	1
1801 - Compliance Specialist	OGD/Suspension and Debarment	13	Joseph Carbonaro	1
Grand Total				

Region 5	Series	Div/Off	Branch/Section	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
DANVILLE, ILLINOIS				1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CHICAGO HTS, ILLINOIS				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0401-General Natural Resources Mgt	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CHICAGO, ILLINOIS				1606	244	266	[illegible]	0	8	7	58	69	11	4	0	0	161	78	70	8	
	1035-Public Affairs	Total		12	5	5	12	0	0	0	0	1	0	0	0	0	1	1	1	0	
		SFD	Community Involvement									1					1	1	1		Would offer the "Lead" position.
	1060-Photography	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1082-Writing and Editing	Total		7	1		7	0	0	0	2	0	0	0	0	0	2	1	0	1	
		ORA	Multimedia Communications Section								2						2	1		1	Could restructure to one position.
	1084-Visual Information	Total		7		1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1101-General Business Industry	Total		3	1		3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1102-Contracting	Total		20	1	6	18	0	0	0	0	1	0	0	0	0	1	1	1	0	
		RMD	Acquisition & Assistance Branch									1					1	1	1		To streamline contract operations. Offer to 1102s that are procurement analysts, then reshape workforce to have more contract specialists
	1106-Procurement Clerical and Tech	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1109-Grants Management	Total		12	1	3	12	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1160-Financial Analysis	Total		2	2		2	0	0	0	1	2	0	0	0	0	3	2	2	0	
		LCD	RCRA Compliance Section 2								1						1	1	1		Would restructure to GS-1301/819 position
		WD	STP									2					2	1	1		Would restructure the position to a lower grade.
	1301-General Physical Science	Total		120	45	55	120	0	0	0	0	0	2	1	0	0	3	2	2	0	
		ARD	APB										2				2	1	1		Would restructure to a lower grade.
		GLNPO	IO											1			1	1	1		Would restructure to a lower grade.
	1306-Health Physics	Total		2	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1315-Hydrology	Total		2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1320-Chemistry	Total		25	8	2	25	0	0	0	0	0	1	0	0	0	1	1	1	0	
		ORA	Planning & Quality Assurance Group										1				1	1	1		Would restructure to a lower graded position
	1340-Meteorology	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1350-Geology	Total		11	2	2	11	0	0	0	2	1	0	0	0	0	3	2	2	0	
		LCD	Corrective Action 1								2						2	1	1		Would restructure to GS-1301/819 position
		SFD	All									1					1	1	1		Would restructure to GS-1301/819 position
	1399-Physical Science Student Trainee	Total		3				0	0	0	0	0	0	0	0	0	0	0	0	0	
	1530-Statistics	Total		1	1		1	0	0	0	0	1	0	0	0	0	1	1	1	0	
		LCD	All									1					1	1	1		Would restructure to GS-1301/819 position.
	1702-Education and Training Technician	Total		2	1	1	2	0	0	1	0	0	0	0	0	0	1	1	0	1	
		RMD	HCD							1							1	1		1	The duties would assigned to remaining employees.
	1750-Instructional Systems	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1810-General Investigation	Total		5	1	1	4	0	0	0	0	2	0	0	0	0	2	1	1	0	
		SFD	All									2					2	1	1		Could be restructured to a lower grade.
	0018-Safety and Occupational Health	Total		2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2001-General Supply	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0201-Human Resources Management	Total		16	3	2	8	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0020-Community Planning	Total		2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	2210-Information Technology Management	Total		35	4	3	35	0	0	0	0	3	0	0	0	0	3	1	1	0	
		RMD	Information Technology Section									3					3	1	1		IT work would be streamlined by moving away from Lotus Notes System Administration (Lotus Notes experts) to new technology.
	0260-Equal Employment Opportunity	Total		5	1	2	5	0	0	0	0	3	0	0	0	0	3	2	1	1	
		ORA	Office of Civil Rights									2					2	1	1		Would restructure from two to one position
		RMD	Employee Services Branch									1					1	1		1	The duties would assigned to remaining employees in the Office of Civil Rights.
	0028-Environmental Protection Specialist	Total		186	22	23	185	0	0	0	36	31	0	1	0	0	68	30	29	1	
		ORA	OECA								1	2					3	1	1		Would like to restructure to combine duties.
		ARD	IVPS								2						2	1	1		Would restructure to a GS-1301/819 positions.
		GLNPO	All									6					6	1	1		Would restructure to a technical series at a lower grade or in the same series to a lower grade.
		LCD	State and Tribal Services Section								6						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.
		LCD	Internal Services Section								2						2	1	1		Could restructure to GS-306 position.
		LCD	All (non-tribal)									12					12	4	4		Would like to offer and restructure to GS-1301
		LCD	Pesticides & Toxics Compliance								1						1	1	1		Would restructure to GS-1301/819 position
		LCD	RCRA/TSCA Programs								2						2	1	1		Would restructure to GS-1301/819 position
		LCD	Underground Storage								3						3	1	1		Would restructure to GS-1301/819 positions
		LCD	Materials Management Branch											1			1	1	1		Would restructure the branch by moving the duties into the existing sections or changing it to a section.
		WD	WWB only								1						1	1	1		Would restructure to GS-1301/819/401 position
		WD	IT & Support Section								1						1	1	1		Would restructure to GS-1301/819/401 position
		WD	Watersheds Section									2					2	1	1		Would restructure to GS-1301/819/401 position
		WD	GWDW Sections 1 & 2								5						5	4	4		Would restructure to GS-1301/819 positions
		WD	GWDW Sections 1 & 2									2					2	1	1		Would restructure to GS-1301/819 positions
		WD	UIC Sections 1 & 2								2						2	1	1		Would restructure to GS-1301/819 positions
		WD	NPDES Branch only									1					1	1	1		Would restructure to GS-1301/819 positions
		WD	NPDES Section 2								1						1	1	1		Would restructure to GS-1301/819 positions
		WD	NPDES Section 2									2					2	1	1		Would restructure to GS-1301/819 positions
		SFD	Chemical Emergency Preparedness & Prevention									3					3	1	1		Restructure to GS-1301/0819
		SFD	Enforcement Support								6						6	1	1		Restructure to GS-1301/0819
		SFD	Site Assessments and Grants Section									1					1	1	1		Restructure to a GS-1301/0819
		SFD	Site Assessments and Grants Section								3						3	1	1		Restructure to a GS-1301/0819
	0301-Miscellaneous Administration and Program	Total		73	5	12	73	0	0	0	1	0	2	0	0	0	3	2	2	0	
		ARD	IO										1				1	1	1		Would restructure to a lower grade.
		SFD	All										1				1	1	1		Would restructure to a lower grade.
		RMD	Lab QA Core								1						1				Included in GS-303-09 Lab offer.
	0303-Miscellaneous Clerk and Assistant	Total		35	8	8	35	0	7	1	0	0	0	0	0	0	8	6	6	0	
		ARD	ALL						2								2	2	2		Could combine duties or restructure to secretary series
		GLNPO	All						1								1	1	1		Would restructure to a different series and grade.
		ORC	All						4								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.
		RMD	Lab QA Core							1							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.
	0305-Mail and File	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0306-Government Information Specialist	Total		12	3	5	11	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0308-Records Management	Total		4	1	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0318-Secretary	Total		5		1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0326-Office Automation Clerical and Assistance	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0335-Computer Clerk and Assistant	Total		1	1		1	0	0	1	0	0	0	0	0	0	1	1	0	1	
		GLNPO	All							1							1	1		1	No longer need.
	0340-Program Management	Total		22	10	6	22	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0341-Administrative Officer	Total		6	1	3	6	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0343-Management and Program Analysis	Total		70	13	8	70	0	0	0	4	3	0	0	0	0	7	5	4	1	
		ARD	STPS									1					1	1	1		Would restructure to GS-1301 position.
		WD	Groundwater and Drinking Water Br only									1					1	1	1		Would restructure to a lower grade.
		WD	IT & Support Section								1						1	1	1		Would restructure to GS-306 position
		SFD	Emergency Response Section 2									1					1	1	1		Restructure to a 1301 position
		RMD	Employee Services Branch								3						3	1		1	Would eliminate one of the positions that focuses on SEEP management.
	0344-Management and Program Clerical and Assistance	Total		2	1	1	2	0	1	0	0	0	0	0	0	0	1	1	1	0	
		WD	WECA Section 2						1								1	1	1		Would restructure to GS-306 position
	0399-Administration and Office Support Student Trainee	Total		11	1		2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0401-General Natural Resources Management	Total		42	7	5	38	0	0	0	2	1	0	0	0	0	3	2	2	0	
		LCD	All								2	1					3	2	2		Would restructure to GS-1301/819 positions
	0403-Microbiology	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0408-Ecology	Total		5	1		5	0	0	0	0	1	0	0	0	0	1	1	1	0	
		WD	IT & Support Section									1					1	1	1		Would restructure to GS-1301/0401 position.
	0415-Toxicology	Total		3	2		3	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0471-Agronomy	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0501-Financial Administration and Program	Total		5	2	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0505-Financial Management	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0510-Accounting	Total		35	9	9	35	0	0	0	0	2	0	0	0	0	2	1	1	0	
		RMD	CB (Lead Accountants + Cost Recovery non-lead)									2					2	1	1		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.
	0560-Budget Analysis	Total		3	1	1	3	0	0	0	3	0	0	0	0	0	3	1	1	0	
		RMD	CB								3						3	1	1		Restructure within the series.
	0599-Financial Management Student Trainee	Total		7			7	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0601-General Health Science	Total		4	2	1	4	0	0	0	0	0	1	0	0	0	1	1	1	0	
		LCD	All										1				1	1	1		Would restructure to a lower grade
	0080-Security Administration	Total		2		2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0819-Environmental Engineering	Total		109	27	21	109	0	0	0	0	1	1	0	0	0	2	2	2	0	
		LCD	All										1				1	1	1		Would restructure to a lower grade position.
		WD	IT & Support Section									1					1	1	1		Would restructure to GS-2210 position.
	0840-Agricultural Engineering	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0893-Chemical Engineering	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0899-Engineering and Architecture Student Trainee	Total		1				0	0	0	0	0	0	0	0	0	0	0	0	0	
	0905-General Attorney	Total		88	11	16	47	0	0	0	0	0	45	6	0	0	51	7	5	2	
		ORC	IO											2			2	1		1	Could eliminate one Regional Counsel Deputy position, to be in line with the other Offices/Divisions in the Region.
		ORC	All										45				45	5	5		Would restructure to include more IT skills and modern electronic management
		ORC	Multimedia Branch I & II (supervisory)											4			4	1		1	Could eliminate Deputy Branch Chief position by eliminating redundancies and reducing fewer direct reports by realigning the Labor Relations Attorneys into an existing section.
	0950-Paralegal Specialist	Total		9	3		9	0	0	0	3	0	0	0	0	0	3	2	2	0	
		ORC	All								3						3	2	2		Would restructure to legal tech positions or GS-306 positions.
	0986-Legal Assistance	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0999-Legal Occupations Student Trainee	Total		2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	#N/A	Total		7	1	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	
CINCINNATI, OHIO				1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLEVELAND, OHIO				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0028-Environmental Protection Specialist	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
DETROIT, MICHIGAN				2		1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0415-Toxicology	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
ELMHURST, ILLINOIS				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
FLINT, MICHIGAN				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1035-Public Affairs	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
GREEN BAY, WISCONSIN				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
GROSSE ILE, MICHIGAN				13		3	13	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		9		1	9	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1670-Equipment Services	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0303-Miscellaneous Clerk and Assistant	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0401-General Natural Resources Mgt	Total		2		1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
INDIANAPOLIS, INDIANA				2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0401-General Natural Resources Mgt	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
MADISON, WISCONSIN				1		1	1	0	0	0	1	0	0	0	0	0	1	1	1	0	
	0401-General Natural Resources Mgt	Total		1		1	1	0	0	0	1	0	0	0	0	0	1	1	1	0	
		WD	Groundwater and Drinking Water Br								1						1	1	1		Would restructure to 1301/0819 position in Chicago instead of Madison, WI.
MINNEAPOLIS, MINNESOTA				1	1		1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1	1		1	0	0	0	0	0	0	0	0	0	0	0	0	0	
ST PAUL, MINNESOTA				1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		1			1	0	0	0	0	0	0	0	0	0	0	0	0	0	
TRAVERSE CITY, MICHIGAN				2	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0028-Environmental Protection Specialist	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0819-Environmental Engineering	Total		1	1		1	0	0	0	0	0	0	0	0	0	0	0	0	0	
WESTLAKE, OHIO				14	1	5	14	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1301-General Physical Science	Total		5	1	2	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
	1350-Geology	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0301-Miscellaneous Administration and Program	Total		1		1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0401-General Natural Resources Mgt	Total		2			2	0	0	0	0	0	0	0	0	0	0	0	0	0	
	0819-Environmental Engineering	Total		5		1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Grand Total			1682	258	309	572										162	79	71	8	

U.S. Environmental Protection Agency
Request for
Voluntary Separation Incentive Payments
and
Voluntary Early Retirement Authority
for
Region 5

I. Introduction

II. Background

III. Business Case for VERA/VSIP

IV. Information Required for VERA and VSIP Requests

V. VERA Specific Information

VI. VSIP Specific Information

VII. Budget Information

Attachments:

Attachment 1 – Current Organization Chart
Attachment 2 – New Organization Chart
Attachment 3 – Targeted Positions and Maximum Number of VSIPs/VERAs to be Offered by Occupational Series, Grade, and Location

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U.S. Environmental Protection Agency
Region 5,
Voluntary Separation Incentive Payments
and
Voluntary Early Retirement Authority

I. Introduction

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency (EPA), Region 5 is requesting approval authority for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out) as part of the EPA's comprehensive submittal. Region 5 will use these authorities to provide an incentive for employees to voluntarily retire or resign to restructure, reorganize, and reduce existing staff layers to improve organizational productivity while rebalancing the nonsupervisory high-graded positions to create more flexibility to meet evolving priorities. Region 5 will use these authorities to delayer in one (1) Division and one (1) Office, resulting in a reduction/restructuring of two (2) supervisory positions (a Branch Chief position in the Land and Chemicals Division (LCD) position; and a Deputy position in the Office of Regional Counsel (ORC)), and ensure that our workforce has the skills and abilities to meet our mission.

II. Background

EPA Region 5 employs 1,075 permanent employees responsible for carrying out EPA's environmental mission as required by numerous environmental laws. This work is done in partnership with six states and 35 federally recognized Indian tribes. The region conducts oversight of state and tribal programs to ensure they comply with Federal laws and regulations. The region also directly implements programs in some states and tribal territories (including permitting, inspections, and enforcement), conducts federal rulemaking, and administers grants and contracts.

Region 5 is organizationally divided into divisions and offices. The "media" divisions (Air and Radiation Division (ARD), LCD, Superfund Division (SFD) and Water Division (WD)) are responsible for implementing the relevant environmental laws, such as the Clean Air Act, the Resources Conservation and Recovery Act, the Comprehensive Environmental Response Compensation and Liability Act, and the Clean Water Act. The Resources Management Division (RMD) manages the region's resources, including personnel, facilities, extramural funding and the Central Regional Lab. The Regional Administrator for Region 5 is the National Program Manager of the Great Lakes National Program Office (GLNPO), and that office is located within Region 5. The other offices (ORC and the Office of Regional Administrator ORA)) are responsible for activities that cross divisional boundaries.

III. Business Case for VERA/VSIP

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.

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Decisions about who receives VERA and VSIP will be prioritized based upon the employee's official Service Computation Date-LEAVE, with precedence given to those with the highest years of combined service at the EPA should two or more applicants within a VERA and VSIP eligible category have the same Service Computation Date-LEAVE.

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.

IV. 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, as described in part VI of this document. Positions in the following series will be reduced or reshaped: 1035, 1082, 1102, 1160, 1301, 1320, 1350, 1530, 1702, 1810, 2210, 0260, 0028, 0301, 0303, 0306, 0308, 0335, 0343, 0344, 0401, 0408, 0501, 0510, 0560, 0601, 0819, 0905, and 0950. The way the region uses these positions has changed significantly.

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.

V. VERA Specific Information

- **The total number of non-temporary employees in the agency or specified component(s) covered by the VERA.**

  U.S. EPA Region 5 employs 1,075 permanent employees. Attachment 3 (HQ's spreadsheet template) identifies 1,082 total non-temporary employees. The difference is primarily made up by people who have separated since the spreadsheet was generated.

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- **The total number of non-temporary employees in the agency or specified component(s) covered by the VERA who, without the VERA option will be voluntarily separated, downgraded, transferred, or reassigned as a result of the substantial delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping.**

  This information is unknown.

- **The total number of non-temporary employees in the agency or specified component who are eligible for voluntary early retirement.**

  There are 244 (Attachment 3 identifies 258) employees currently eligible for retirement, with an additional 42 becoming eligible by the end for this calendar year. There are 278 (Attachment 3 identifies 309) employees eligible for VERA under the plan, with an additional 3 becoming eligible by the end of the calendar year.

- **An estimate of the total number of non-temporary employees in the agency or specified component(s) covered by the request for the VERA who are expected to actually retire during the period covered by the request for VERA.**

  The estimate of the total number of employees in the agency/organization who are expected to take early retirement is nine (9).

- **A description of the types of personnel actions that the agency anticipates may be necessary as a result of the agency's need for VERA.**

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

VI. Required information for VSIP request

- **A 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 summary in Attachment 3. Details are below, by Division/Office:

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ORA

1. Restructure the duties of the two (2) GS-1082-12 (Writer-Editor) positions into one (1) position.

2. Restructure the GS-1320-14 (Chemist) position throughout ORA to a lower graded GS-1301/0819 (Scientist/Engineer) position.

3. Regarding the two (2) GS-0260-13 (Equal Employment Specialist) positions in ORA, the duties can be combined to into one (1) position.

4. Regarding the three (3) non-supervisory GS-0028 (Environmental Protection Specialist) positions in ORA, Office of Enforcement and Compliance, one (1) offer can be made because the positions will be restructured to either GS-1301/0819 or GS-0343 positions.

GLNPO

5. Regarding the GS-1301-15 (Environmental Scientist) position in GLNPO's Immediate Office, the position could be restructured to a lower grade.

6. Restructure one (1) GS-0028-13 (Environmental Protection Specialist) position in GLNPO by offering VERA/VSIPs to six (6) positions. This creates an opportunity to restructure to a GS-1301/819/401 position or offer at a lower grade.

7. Regarding the GS-0303-08 (Administrative Program Assistant) by offering one (1) VERA/VSIP in GLNPO. We would restructure the position to an alternative series at a lower grade.

8. Eliminate the GS-0335-09 (Computer Assistant) position by offering one VERA/VSIP in GLNPO.

ORC

9. Regarding the four (4) GS-0303 positions in ORC, offer two (2) VERA/VSIP offers to restructure positions to combine the duties of the two Branch APAs and restructure the Records Management Assistant to a legal tech position.

10. Regarding the Deputy Regional Counsel position, ORC currently has two GS-0905-15s in that role. ORC would combine duties and maintain one Deputy position.

11. Regarding the GS-0905-14 (General Attorney) positions, offer five (5) VERA/VSIPs to the forty-six (46) eligible positions to reshape and develop a workforce that focuses, to a greater extent, on emerging information technology systems and electronic records management applications.

12. ORC has two (2) Branch Chief positions, GS-0905-15s, and two Associate Branch Chief positions, GS-0905-15s. ORC could eliminate redundancies, reduce direct reports to the

Multimedia Branch II Chief, and increase the staff to supervisory ratio by offering one (1) VERA/VSIP to the four (4) positions eligible and realign the Labor and Relations attorneys into an existing section in ORC.

13. Regarding the GS-0950 (Paralegal) positions in ORC, two (2) offers could be made to the three (3) eligible by restructuring the positions to Legal Tech or Government Information Specialist positions.

RMD

14. Regarding the GS-1102-13 (Contracting) Procurement Analyst position, to focus on core contract operations, offer one (1) VERA/VSIP offer, then reshape workforce to have contract specialists.

15. Eliminate the GS-1702-11 (Education and Training Technician) position in the Human Capital Branch of RMD by offering one (1) VERA/VSIP.

16. Regarding the three (3) GS-2210-13 positions in the Information Management Branch that include Lotus Notes System Administration, offer one (1) VERA/VSIP to restructure the System Administrator position from a Lotus Notes expert to new systems or application system support.

17. Eliminate the GS-0260-13 (Equal Employment) opportunity position in the Employee Services Branch and absorb the duties into the Office of Civil Rights.

18. Restructure two (2) positions, one (1) GS-0301-12 and one (1) GS-0303-09 position, in the Lab QA Core into one (1) GS-11 administrative position.

19. There are currently three (3) GS-343-12 (Management and Program Analyst) positions in the Employee Services Branch that oversee the Senior Environmental Employment Program. Duties can be consolidated and one (1) position can be eliminated.

20. Regarding the Accountant GS-0510-13s in the Comptroller Branch, Programming Accounting and Analysis Section, one (1) offer in total is available. 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.

21. Restructure three (3) GS-0560-12 (Budget Analysis) positions by offering one (1) VERA/VSIP.

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ARD

22. Reduce GS-1301-14 (Environmental Scientist) positions within the Air Programs Branch by offering one (1) VERA/VSIP to two (2) eligible positions.

23. Restructure one (1) GS-0028-12 (Environmental Protection Specialist) position within Indoor Air and Voluntary Programs Section with a VERA/VSIP offer to two (2) eligible positions. The position would be restructured to a GS-1301/0819 position.

24. Eliminate GS-0301-14 (Program Coordinator) position though out ARD with one (1) VERA/VSIP offer. The work of this position can be accomplished at the GS-12/13 level.

25. Restructure GS-0303-7 positions within ARD by up to one (1) with VERA/VSIP offers to two (2) eligible positions. These positions would either be consolidated or refilled with GS-0399-5/7 positions.

26. Reduce GS-0343-13 positions within the State and Tribal Planning Section by up to one (1) position. This position would be restructured to a GS-1301/819 position.

WD

27. Restructure one (1) GS-1160-13 (Financial Analysis) position within the State and Tribal Program (STP) with a VERA/VSIP offer to two (2) eligible positions. The position would be restructured to a GS-1301/0819 position or a GS-1160 position at a lower grade.

28. Restructure the GS-0028-12 (Environmental Protection Specialist) position in the Watershed and Wetlands Branch (WWB) Immediate Office to a GS-1301/0819/0401 (Scientist/Engineer/Life Scientist) position.

29. Restructure the GS-0028-12 (Environmental Protection Specialist) position in the IT & Support Section to a GS-1301/0819/0401 (Scientist/Engineer/Life Scientist) position.

30. Restructure one (1) of two (2) GS-0028-13 (Environmental Protection Specialist) positions in the Watersheds Section to a GS-1301/0819/0401 (Scientist/Engineer/Life Scientist) position.

31. Restructure four (4) of five (5) GS-0028-12 (Environmental Protection Specialist) positions in Groundwater and Drinking Water (GWDW) Sections 1 & 2 to GS-1301/0819 (Scientist/Engineer) positions.

32. Restructure one (1) GS-0028-13 (Environmental Protection Specialist) position in Groundwater and Drinking Water Sections 1 & 2 to a GS-1301/0819 (Scientist/Engineer) position.

33. Restructure one (1) of two (2) GS-0028-12 (Environmental Protection Specialist) positions in UIC Sections 1 and 2 to a GS-1301/0819 (Scientist/Engineer) position.

34. Restructure the GS-0028-13 (Environmental Protection Specialist) position in the NPDES Programs Branch Immediate Office to a GS-1301/0819 (Scientist/Engineer) position.

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35. Restructure the GS-0028-12 (Environmental Protection Specialist) position in the NPDES Section 2 to a GS-1301/0819 (Scientist/Engineer) position.

36. Restructure one (1) of two (2) GS-0028-13 (Environmental Protection Specialist) positions in NPDES Section 2 to a GS-1301/0819 (Scientist/Engineer) position.

37. Restructure the GS-0343-13 (Program Analyst) position in the GWDW Branch Immediate Office to a lower grade.

38. Restructure the GS-0343-12 (Management Analyst) position in IT & Support Section to a GS-306 position.

39. Restructure the GS-0344-07 (Management and Program Clerical and Assistance) position in WECA Section 2 to a GS-0306 position.

40. Restructure the GS-0408-13 (Ecology) position in the IT & Support Section to a GS-1301/401 (Scientist/Life Scientist) position.

41. Restructure the GS-0819-13 (Environmental Engineering) position in the IT & Support Section to a GS-2210 (Information Technology Management) position.

42. Would eliminate the GS-0401-12 (Life Scientist) position in Madison, Wisconsin and restructure it as a GS-1301/0819 (Scientist/Engineer) position in Chicago, Illinois.

<u>LCD</u>

43. Restructure the GS-1160-12 (Financial Analysis) position within the RCRA Compliance Section 2 to a GS-1301/0819 (Scientist/Engineer) position.

44. Restructure one (1) of two (2) GS-1350-13 (Geology) positions in Corrective Action 1 Section to a GS-1301/0819 (Scientist/Engineer) position.

45. Restructure the GS-1530-13 (Statistics) position within LCD to a GS-1301/0819 (Scientist/Engineer) position.

46. Restructure two (2) of six (6) GS-0028-12 (Environmental Protection Specialist) positions in the State and Tribal Services Section by combining the existing duties into five (5) positions, creating an opportunity for a displaced Environmental Protection Specialist position.

47. Restructure one (1) of two (2) GS-0028-12 (Environmental Protection Specialist) positions in the Internal Services Section to a GS-306 (Government Information Specialist) position.

48. Restructure four (4) of the twelve (12) GS-0028-13 (Environmental Protection Specialist) positions in LCD (outside of the State and Tribal Services Section) to GS-1301/0819 (Scientist/Engineer) positions.

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49. Restructure the GS-0028-12 (Environmental Protection Specialist) position within the Pesticides & Toxics Compliance Section to a GS-1301/0819 (Scientist/Engineer) position.

50. Restructure one (1) of two (2) GS-0028-12 (Environmental Protection Specialist) positions in the RCRA/TSCA Programs Section to a GS-1301/0819 (Scientist/Engineer) position.

51. Restructure one (1) of three (3) GS-0028-12 (Environmental Protection Specialist) positions in the Underground Storage Section to a GS-1301/0819 (Scientist/Engineer) position.

52. Regarding the LCD GS-0028-15 position in the Materials Management Branch, offer a VERA/VSIP to delayer and reduce the number of Branches within LCD. The Materials Management Branch could be reshaped into a Section in one of the existing Branches.

53. Restructure two (2) of three (3) GS-1350-12 and GS-1350-13 (Life Scientist) positions in LCD to GS-1301/0819 (Scientist/Engineer) positions.

54. Restructure the GS-0601-14 (General Health Science) position in LCD to a lower grade.

55. Restructure the GS-0819-14 (Environmental Engineering) position in LCD to a lower grade.

SFD

56. Would restructure the Lead Community Involvement Coordinator (GS-1305-13) to a non-Lead Community Involvement Coordinator.

57. Restructure one (1) of three (3) GS-1350-13 (Geology) positions in SFD to a GS-1301/0819 (Scientist/Engineer) position.

58. Restructure one (1) of two (2) GS-1810-13 (General Investigation) positions in SFD to a lower grade.

59. Restructure one (1) of the three (3) GS-0028-13 (Environmental Protection Specialist) positions in the Chemical Emergency Preparedness & Prevention Section to a GS-1301/0819 (Scientist/Engineer) position.

60. Restructure one (1) of the six (6) GS-0028-12 (Environmental Protection Specialist) positions in the Enforcement Support Section to a GS-1301/0819 (Scientist/Engineer) position.

61. Restructure the GS-0028-13 (Environmental Protection Specialist) positions in the Site Assessments and Grants Section to a GS-1301/0819 (Scientist/Engineer) position.

62. Restructure one (1) of three (3) GS-0028-12 (Environmental Protection Specialist) positions in the Site Assessments and Grants Section to a GS-1301/0819 (Scientist/Engineer) position.

63. Restructure the GS-0301-14 (Miscellaneous Administration and Program) position in SFD to a lower grade.

64. Restructure the GS-0343-13 (Program Analyst) position in the Emergency Response Section 2 to a GS-1301/0819 (Scientist/Engineer) position.

- **The number and maximum amounts of VSIPs to offered.**

  79 VSIPs will be offered, each up to the maximum of $25,000.

- **A proposed organization chart displaying the expected changes in the agency's organizational structure after the agency has completed the VSIPs.**

  See Attachments 1 and 2.

VII. Budget Information

The estimated direct maximum costs associated with VERA and VSIP is $3,227,877. Table A provides details of the direct costs associated with VERA and VSIP. Savings projected through FY 2019 as a result of the VERA and VSIP are estimated to be nearly $12 million. Table B provides the detailed calculations of the savings achieved in FY 2018 and FY 2019. The savings will be used to meet Region 5's ongoing program goals and responsibilities.

Direct Costs

Table A - Direct Costs for VERA/VSIP	
Targeted Positions (See details in Attachment 4)	
79 Targeted Positions for VSIP X $25,000 (maximum cash buy-out)	$1,975,000
Annual Leave Buyout for 79 Targeted Positions for VERA, Optional Retirement or Resignation ($49.56 per hour X 320 hours X 79)	$1,252,877
Total Maximum Direct Costs	$3,227,877

Table A.

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Estimated Savings

Table B - Estimated Savings for FY 2018 through FY 2019		
	Estimated FY 2018 Savings	Estimated FY 2019 Savings
A. Total Annual Payroll Costs (before VERA/VSIP)	$152,765,000	$152,765,000
B. VSIP Buyout ($25,000 X 79)	$1,975,000	$0
C. Leave Payout Estimate (presumes 320 hours at GS-12 Step 10 salary $49.56/hour)	$1,252,877	$0
D. Post VERA/VSIP Annual Payroll Cost	$141,385,050	$141,385,050
E. Payroll for New Hires	$0	$0
F. Payroll Savings (F = A – B – C – D – E)	**$8,152,073**	**$11,379,950**
G. Pre-VERA/VSIP Annual WCF Cost	-	-
H. Post VERA/VSIP Annual WCF Cost	-	-
J. Working Capital Fund Savings*	$316,000	$316,000
Total Projected Savings with VERA/VSIP (F + J)	**$8,468,073**	**$11,695,950**

Table B.

Notes: Calculations are based on an average payroll costs for EPA Region 5 as of May 15, 2017. That is, $144,050/year inclusive of all benefits. Hourly rate without benefits for annual leave buyout is estimated at $47.44 (GS-12 Step 10 rate).

*Assuming rates don't increase, this applies $4,000 savings per person.

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Attachments

Attachment 1 – Current Organization Chart

Attachment 2 – New Organization Chart

Attachment 3 – Targeted Positions and Maximum Number of VSIPs to be Offered to Targeted Positions by Occupational Series, Grade and Location

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Attachment 1

Summary of Targeted Positions by Series/Grade				
Series	**Title/Grade**	**Total Onboard Positions as of 10/23/2013**	**Eligible for Regular Retirement as of 4/1/14**	**VERA/VSIP Eligible as of 4/1/14**
0029	Environmental Protection Assistant (GS-5, 7)	2	1	1
0303	Admin Management Assistant (GS-9), Program Support Assistant (GS-7) and Office Assistant (GS-6, 7)	23	5	9
0318	Secretary (GS-7, 8 & 9)	42	10	17
0326	Office Automation Clerk (GS-4)	2	0	1
0525	Accounting Technician (GS-7 & 9)	6	2	2
0950	Paralegal Specialist (GS-12)	6	3	3
0963	Legal Instruments Examiner (GS-9)	1	0	1
	Totals	**82**	**21**	**34**

Note: 0318 GS-10 is excluded, so 69 onboard Admin Support, plus 6 Accounting Technicians, plus 6 Paralegals, plus 1 Legal Instruments Examiner = 82.

Attachment 2

VERA/VSIP Offers for Targeted Positions			
Duty Station	**Series – Title/Grade**	**Eligible as of 4/1/14**	**Maximum # of VERA/VSIPs Offers in Job Series**
NY	0029 – Environmental Protection Assistant (GS-5, 7) 0303 – Admin Management Assistant (GS-9) and Office Assistant (GS-6, 7) 0318 –Secretary (GS-7, 8 & 9) 0326 – Office Automation Clerk (GS-4)	33 (2-0029, 10-0303, 20-0318, 1-0326)	Up to 25
NJ	0303 – Admin Management Assistant (GS-9) and Office Assistant (GS-6, 7) 0318 –Secretary (GS-7, 8 & 9)	6 (2-0303, 4-0318)	Up to 2
PR	0303 – Office Assistant and Program Support Assistant (GS-7) 0318 – Secretary (GS-7 & 8)	5 (2-0303, 3-0318)	Up to 3
NY	0525 – Accounting Technician (GS-7 & 9)	4	Up to 4
NY	0950 – Paralegal Specialist (GS-12)	6	Up to 4
NY	0963 – Legal Instruments Examiner (GS-9)	1	Up to 1
	Totals	**55**	**Up to 39**

Attachment 3

Support Workforce Reshaping by Division (Post VERA/VSIP)			
Division/Office	**Current Support Staffing**	**Projected VERA/VSIP Attrition**	**Projected Ceiling After VERA/VSIP**
CASD	10	6	4
CEPD	4	2	2
CWD	6	3	3
DECA	10	4	6
DESA	3	0	3
ERRD	15	7	8
OPM	14	6	8
ORA	3	0	3
ORC	15	9	6
PAD	3	2	1
Grand Totals	**[=SUM(ABOVE)]**	**[=SUM(ABOVE)]**	**[=SUM(ABOVE)]**

Attachment 4

Support Workforce Reshaping by Occupation (Post VERA/VSIP)			
Occupation	**Current Staffing Level**	**Projected VERA/VSIP Attrition**	**Projected Ceiling After VERA/VSIP & External Hires**
Administrative Support (i.e., Environmental Protection Assistant, Admin Management Assistant, Program Support Assistant, Office Assistant, Secretary & Office Automation Clerk)	70	30*	40
Accounting Technician	6	4**	2
Paralegal Specialist	6	4*	2
Legal Instruments Examining	1	1	0
Grand Totals	**83**	**39**	**44**

*Up to 3 of the administrative support positions and up to 2 of the paralegal specialist positions will be backfilled with records management staff.

**Up to 1 of the accounting technician positions will be backfilled with a budget analyst.

U.S. Environmental Protection Agency
Request for
Voluntary Early Retirement Authority
and
Voluntary Separation Incentive Payments
for
Region 2

I. Introduction

II. Background

III. Reshaping the Workforce

IV. Budget Neutrality

V. Performance Measures to Assess Use of the VERA and VSIP Authority

VI. Template for VERA Requests

VII. Template for VSIP Requests

Attachments:

Attachment 1 – Summary of Target Positions by Series/Grade
Attachment 2 – VERA/VSIP Offers for "Support" Positions
Attachment 3 – Workforce Reshaping for Support Occupations by Division (post-VERA/VSIP)
Attachment 4 – Workforce Reshaping for Support Occupations by Occupation (post-VERA/VSIP)

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U.S. Environmental Protection Agency
Office XYZ,
Voluntary Early Retirement Authority
and
Voluntary Separation Incentive Payments

I. Introduction

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency (EPA) is requesting approval authority through 04/04/14 for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out).

EPA's Region 2 will use these authorities to downsize its administrative, programmatic, and legal support workforce to reflect our needs moving forward. The Region will then:

- restructure how administrative support is provided by pooling each division's resources in a way that addresses imbalances across branches and achieves efficiencies based on functional specialization;
- establish and staff a travel desk with region-wide scope;
- and use a small number of the freed-up FTEs to hire personnel with expertise to address growing needs in the area of records management, budget execution and eDiscovery.

Both the VERA and VSIP opportunities will be offered to staff in targeted series in New York, New Jersey, and Puerto Rico. As noted in section III, targeting decisions were made by senior managers based on the specific mission needs required to reshape their offices. This proposal sets a maximum number of VSIPs to be offered by duty station, for individual series in the case of GS-525, (accounting technicians), GS-950 (paralegal specialists), and GS-963 (legal instruments examiner) and collectively for the remaining series included in the proposal (029, 303, 318, and 326). Decisions on who receives VERA and VSIP offers will be made on the basis of seniority.

II. Background

Evolving technology, business processes and efficiencies have changed the way the Region accomplishes its administrative workload. Word processing technology has diminished the need for traditional typing skills and the implementation of automated travel and timekeeping has reduced the resources needed to perform these duties. The agency has moved to performing tasks electronically rather than by circulating paper documents, thus also cutting down the need for copying and faxing services. Despite having undertaken only minimal external administrative support hiring over the past decade, Region 2's 70-person administrative support staff remains a disproportionately large share of our 845 on-board workforce – 8.3%. This contrasts with an average of 4% across the other nine regions, based on 2012 workforce planning data. A significant reduction of our administrative support workforce is in the agency's interest. Moreover, declining travel resources as well as the ability to hold virtual meetings has reduced the ability and need to travel and has resulted in a commensurate reduction in the travel support workload. Consolidation of the staff providing support to arrange, book and prepare appropriate documentation for travel will bring greater efficiency to the program. The centralization effort will yield economies of scale and improved controls by ensuring consistent application of federal and Agency travel policies and protocols across the region. We seek to target 69 positions in occupational series 029, 303, 318, and 326 ranging in grade from GS-4 to GS-9 for a

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maximum of 30 VERA/VSIP offers. Twenty-five of these offers are to be extended to employees with a New York City duty station, two to employees with an Edison, NJ duty station, and three to employees with a San Juan, Puerto Rico duty station. (The remaining one of our 70 administrative support positions is above GS-9 and is not included in the target group. As discussed in the Reshaping the Workforce section, up to three of the FTE that are freed up would be used to hire, at the entry level, staff responsible for records management and eDiscovery. Two members of the region's remaining administrative support staff will be reassigned to a travel desk that will be formed in the Financial Management Branch.

In the area of programmatic support, the implementation of several systems in the recent past (EAS, Compass), following on the establishment of finance service centers, has made the Financial Management Branch less reliant on transaction processing and has greatly reduced the need for accounting technician positions. We seek to target six positions in occupational series 525 for a maximum of four VERA/VSIP offers. The proposed reduction would be part of an initiative to restructure staffing in the Financial Management Branch to better align needed skills with the branch's work. If a sufficient number of accounting technician FTEs are freed up, one would be used to hire a budget analyst at the entry level.

In the legal arena, the need for paralegal support in our Office of Regional Counsel's Superfund branches, where all of Region 2's paralegal employees are located, has changed since these positions were established. There is more emphasis now and going forward on document production and file management, and less on legal research on the part of the paralegals. We seek to target our six positions in occupational series 950, all of which are at the GS-12 level, for a maximum of four early out/buyouts.

We also seek to target for a VERA/VSIP offer ORC's only occupational series 963 position, which is at the GS-9 level. ORC's need for a GS-963-9 legal instruments examiner position has diminished. The position functions as Regional Hearing Clerk. In 2012, the Office of Administrative Law Judges initiated a pilot program for new cases to be handled by the HQ Hearing Clerk. Under this pilot, most new cases are now filed by HQ; a relatively small number still are handled locally. Increased centralization, coupled with a move toward increased electronic filing has resulted in the work of the regional hearing clerk significantly declining. A further decline is anticipated going forward.

Up to two of the five FTEs that stand to be freed up by GS-950/963 departures would be used to hire at the entry level employees with the skill set we critically need to support Office of Regional Counsel's records management and document collection demands. Workload in these areas is growing as a result of increased eDiscovery, large discovery and FOIA requests, and the agency's increased emphasis on the importance of proper recordkeeping.

The region's series 525 positions, series 950 positions, and series 963 position are all stationed in New York City, so there is no need to apportion the programmatic or legal support offers geographically.

III. Reshaping the Workforce

Within duty stations, we have elected not to apportion administrative support VERA/VSIP offers by division, especially since the work performed is largely the same from one division to the next. Our approach increases the likelihood of meeting goals with respect to the number of VERA/VSIP offers and is more equitable to the administrative support workforce. With the ranks of our 70-person administrative support workforce shrinking by up to 30 positions, reassignments across divisions will

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likely be necessary to mitigate staffing imbalances. This will be accomplished through an approach that blends solicitation of interest (placement preference process) with directed reassignment.

Within divisions, support staff at the GS-6 and 7 levels will continue to report to branch chiefs. However, employees will be called upon regularly to provide support to other branches (and the division's immediate office) as well. So not every branch will have a branch secretary or office assistant reporting directly to the branch chief, but every branch's administrative support needs will be covered. Position descriptions will be revised (or appended with a PD addendum) to document responsibilities beyond the home branch. Wording will also be included to facilitate functional specialization across a division, as appropriate, in areas such as records management, time-and-attendance, procurement, and human resources processing (i.e., initiation of personnel actions in the new workflow system to which the agency is about to transition under HR Line of Business). The region will stand to benefit from resulting economies of scale. Branch chiefs will solicit performance management feedback from their counterparts within the division for whom their administrative support staff are also performing work.

In five of our nine divisions, the immediate office includes not only a GS-9 secretary or administrative management assistant reporting to the division director, but also a GS-8 secretary reporting to the deputy division director. The region is committed to abolishing the GS-8 positions reporting to deputy division directors. Offering VERA/VSIP to the GS-9s as well will hasten this process by creating vacancies for which those GS-8s not receiving or accepting VERA/VSIP offers will be able to compete. Any GS-8 positions not vacated through VERA/VSIP or promotion to GS-9 will remain in place for the time being, given the absence of other placement opportunities. Any GS-8 secretaries remaining will be asked to take a more active role in supporting those of their division's branch chiefs to whom no GS-7 secretary reports directly.

Two employees among the GS-6s and 7s remaining post-VERA/VSIP will be reassigned to staff the travel desk that will be established within our Office of Policy and Management's Financial Management Branch. We anticipate that the selection process will begin with a solicitation of interest from among those eligible. Subject to a determination by the HR shared service center holding classification authority, the most appropriate series and title for the positions into which the two selectees will be reassigned appears to be GS-503 financial technician. The mission of the travel desk will be to offer travel advisory, arrangement and document preparation services, striving for client satisfaction by delivering efficient, detail-oriented travel planning while ensuring compliance with EPA's travel policy and federal travel regulations (FTR) and generating noticeable savings. As noted earlier, the travel centralization effort will yield economies of scale and improved controls as teams are efficiently able to provide a consistent application of federal and Agency travel policies and protocols. The two employees selected will work together with two more senior members of FMB's current staff, accountants and/or financial specialists at the GS-12 and/or 13 level, for whom travel administration will be among a broader range of duties.

As noted above, one of the FTEs that stand to be freed up by the four VERA/VSIP offers targeted to accounting technicians may be backfilled with a budget analyst. This individual will be brought on at the GS-7 and/or 9 level, with promotion potential to GS-12. This position will address pressing needs with respect to the formulation, planning and execution of the region's budget. The region continues to place priority in the need to find efficiencies and improvements in the management of the region's resources given the continuing downward trend in the human and financial resources of the Agency. This position will support critical work in the areas of data review, trending and analysis; development of budget projections and reports for decision making; development of automated reporting systems and tracking tools; and other areas supporting the development and execution of the region's budget plans.

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If the region's sole legal instruments examiner accepts the VERA/VSIP offer targeted for that position, the remaining Regional Hearing Clerk workload for the small subset of cases that will, notwithstanding HQ centralization, continue to be filed by the region will be assigned to the GS-901-9 legal administrative specialist situated in ORC immediate office. If the VERA/VSIP offer is not accepted, the legal instrument examiner position will remain in place for the time being.

We plan to use up to two of the FTEs vacated as a result of the one VERA/VSIP offer to our legal instrument examiner and the four VERA/VSIP offers to our paralegals to hire at the entry level employees with the skill set we critically need to support ORC's records management and document collection needs. Workload in these areas is growing as a result of increased eDiscovery, large discovery, and FOIA requests, and the agency's increased emphasis on the importance of proper recordkeeping.

Proper management of paper and electronic records is a growing and evolving area of attention on the part of our program divisions as well. We plan to use up to three of the FTE vacated as a result of the 30 VERA/VSIP offers to our administrative support workforce to hire at the entry level individuals specializing in records management. These positions would be situated in OPM's Information Resources Management Branch, which is responsible for coordinating records management for the region.

The up-to-five records management positions (two in ORC, three in OPM) will be filled at the GS-7 and/or 9 level, with full performance level being GS-12. Subject to a determination by the HR shared service center holding classification authority, the most appropriate series and title for these positions appears to be either GS-343, management analyst or GS-301. If the latter, the positions could be titled information management specialist.

IV. Budget Neutrality

This request for VERA and VSIP authority, if approved, will be conducted so that no funds or resources other than those appropriated for use in Fiscal Year (FY) 2014 will be used or required.

As mandated by the Office of Management and Budget (OMB) for early-out/buy-out requests, Region 2's request certifies that the early-out/buy-out will be budget neutral. That is, the early-out/ buy-out authority will not result in any increased costs above current or future FY appropriations to pay for costs incurred for buy-out cash payments, annual leave cash payouts, or any other costs, including those associated with refilling the resulting vacancies.

The following tables detail the calculations supporting this certification and demonstrate that this request assures budget neutrality for the fiscal years (FY) 2014 through 2016. Table A provides the calculation of the maximum direct costs associated with the VERA and VSIP. Table B provides the calculations of the cost savings associated with VERA and VSIP for FY 2014 through FY 2016. As outlined in Table A, the total maximum cost associated with the VERA and VSIP, including the cost of the buyout incentive and associated lump-sum annual leave payouts upon departure are estimated at $1,249,523. Table B outlines that the savings resulting from the VERA and VSIP authority for FY 2014 through FY 2016 are estimated at approximately $5,965,400. These savings will be used to support lower overall budget levels and/or to support Region 2's ongoing program goals and responsibilities.

If the organization's available budget is impacted adversely by future spending bills and/or sequestration, Region 2 will ensure compliance with all applicable funding restrictions while meeting

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the financial requirements of this authority, if approved. If necessary, Region 2 will adjust its hiring plans pursuant to the departure of staff under this authority to ensure that resources made available in the FY 2014 Operating Plan are sufficient to meet the overall needs of the region including the costs associated with this authority.

Estimated Maximum Direct Costs

[EMBED Excel.Sheet.12]

continued

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Estimated Savings

[EMBED Excel.Sheet.12]

Notes:

* Payroll saving calculations are based on the Region 2 average base salary and benefits cost for the series and grades identified as eligible for the buyouts.

**Working Capital Fund costs are based on an annual rate of $3,100 per position. Savings for FY 2014 assume a separation date of April 1, 2014; therefore savings accrue only for half of the FY.

***Payroll calculations for six new hires are based on entry level (GS-7, Step 1) positions with a start date of October 1, 2014 (FY 2015). Hires will promote to GS-9, Step 1 at the beginning of FY 2016. No COLA increase for 2015 was factored into the estimate.

V. Performance Measures to Assess Use of the VERA and VSIP Authority

The following performance measures will be used to assess the effectiveness of VERA and VSIP:

- Ability to reach FY15 FTE ceilings by the end of FY14
- Ability to achieve administrative efficiencies by establishing a fully operational travel desk by the end of FY14
- Advancement in the Region's Records Management Program
- Equitable support of all organizations in the administrative support area

VI. Voluntary Early Retirement Authority (VERA)

1. The reason for the VERA request.

This should describe the circumstances leading to the request and explain why the agency believes that VERA will be an appropriate strategy for making the required adjustments in the workforce. This must include a detailed summary of the agency's personnel and/or budgetary situation that will result in an excess of personnel because of a substantial delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping.

Technology is changing the way EPA does business and moving it towards a more technical and smaller workforce. As we transition to using more technology to gain efficiencies and do our job differently, we need to look to a new skill set to be able to accomplish our mission with the right number of FTE. A reduction of 65.9 FTE in Region 2 by the beginning of FY15 reflects this change in the way we get our job done. As of mid-FY14, Region has 840.5 on-board FTE. In order to meet our FY15 budget target of 774.6 FTE, the Region must reduce its on-board FTE by 65.9.

The Region will reshape its administrative support workforce to meet changing needs brought on by changing technology. Word processing technology has diminished the need for traditional typing skills and the implementation of automated travel and timekeeping has reduced the resources needed to perform these duties. The agency has moved to performing tasks

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electronically rather than by circulating paper documents, thus cutting down the need for copying services. Despite having largely refrained for some time from external administrative support hiring, Region 2's 70-person administrative support staff remains a disproportionately large share of our 845 on-board workforce – 8.3%. This contrasts with an average of 4% across the other nine regions, based on 2012 workforce planning data. Moreover, declining travel resources as well as the ability to hold virtual meetings has reduced the travel requirement and has resulted in a commensurate reduction in the travel support workload. Consolidation of the staff providing support to arrange, book and prepare appropriate documentation for travel will bring greater efficiency to the program. The mission of the travel desk will be to offer travel advisory, arrangement and document preparation services, striving for client satisfaction by delivering efficient, detailed oriented travel planning while ensuring compliance with EPA's travel policy and federal travel regulations (FTR) and generating noticeable savings. We expect to reduce our administrative support staff from approximately 70 staff down to 30.

Technology has also changed the focus of the Agency's records management program. The Region is no longer in need of the filing skills of a secretary, but requires the expertise of professional records managers. Paper records are only a small part of the Agency's records program. We now manage electronic information that is subject to FOIA and eDiscovery. In this light, we need to enhance our records/eDiscovery skills in the Office of Regional Counsel. The volume and time it takes to produce eDiscovery packages is extensive. To remedy this, we are proposing to reduce our paralegal staff by four and redefine two of those positions as records management professionals. In addition, we will redefine three of our clerical positions as records professionals to be placed in the organization that manages the Region-wide records program.

2. **The time period for which VERA is requested.**

The time period is from the date of approval through April 4, 2014.

3. **The date when the substantial delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping upon which this request is based is scheduled to occur. (Note: The date provided should not be earlier than the ending date provided in number 2 above.)**

The placement preference process for the remaining administrative support staff will begin in April. The projected effective date for reassignments is June 29, 2014 or earlier.

4. **The total number of permanent employees in the organization. (Note: If you are requesting VERA for only a part of your organization, provide the data for that portion of the organization only. Do not provide the number of permanent employees for the entire organization.)**

As of November 2013, Region 2 employs 845 permanent employees. The number is of permanent employees in positions affected by the VERA is 82.

5. **The total number of permanent employees who are expected to be involuntarily separated, transferred, reassigned, reclassified, downgraded, and/or appointed as a result of number 3 above. (Note: If you are requesting VERA for only a part of your organization, provide the data for that portion of the organization only. Do not provide the number of permanent employees for the entire organization.)**

For example, if you are requesting VERA based on a need to reshape your workforce to correct skills imbalances, you will likely experience voluntary separations, reassignments, reclassifications, and new appointments. The sum of these anticipated actions is the number we're seeking.

We hope to process 39 voluntary separations and to hire six individuals through external recruitment authorities, including Schedule A. We will effect, at bare minimum, two reassignments to staff the travel desk. These separations, hires, and reassignments total 48.

To the degree that GS-303-9 and GS-318-9 employees accept VERA/VSIP offers, we will promote from within the region to fill vacancies. We may make additional reassignments if the VERA/VSIP separations and the reassignments to the travel desk result in significant administrative support imbalances across divisions. We may also detail some employees to address any gross imbalances during the April through June timeframe while decisions about permanent reassignments are pending.

Our proposal involves no downgrades or involuntary separations.

6. **The total number of permanent employees in the organization who are eligible for voluntary early retirement (Note: If you are requesting VERA for only a part of your organization, provide the data for that portion of the organization only. Do not provide the number of permanent employees for the entire organization. Also, for this purpose, you should exclude all employees who are eligible for optional retirement.)**

The number of employees in targeted positions who are eligible for VERA is 34.

7. **The total number of permanent employees in the organization who are expected to take early retirement. (Note: If you are requesting VERA for only a part of your organization, provide the data for that portion of the organization only. Do not provide the number of permanent employees for the entire organization.)**

The narrow timeframe under which we are working precluded the opportunity to take a VERA/VSIP interest survey. Therefore, we are unable to estimate what portion of the 34 VERA-eligible employees will accept offers. The goal of 39 voluntary separations mentioned earlier relies also upon VSIP offers to the 21 employees in the target group who are eligible for optional retirement and to the 25 employees in the target group eligible only for VSIP.

8. **A description of the types of personnel actions you expect to take as a result of the actions described in number 3.**

This information need not be comprehensive. It should, however, be detailed enough to show how VERA will assist you in accomplishing your restructuring, reshaping, and/or downsizing plans—and the personnel actions you expect to take in concert with VERA to accomplish your goals.

- Voluntary separations
- Details (if necessary)
- Reassignments

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- Internal promotion (if opportunities arise)
- External recruitment

VII. Voluntary Separation Incentive Payment (VSIP)

1. The reason for the voluntary separation incentive payment (VSIP) request.

This introduction should describe the circumstances leading to the request and explain why the agency believes that VSIPs will be an appropriate strategy for making the required adjustments in the workforce.

Technology is changing the way EPA does business and moving it towards a more technical and smaller workforce. As we transition to using more technology to gain efficiencies and do our job differently, we need to look to a new skill set to be able to accomplish our mission with the right number of FTE. A reduction of 65.9 FTE in Region 2 by the beginning of FY15 reflects this change in the way we get our job done. As of mid-FY14, Region has 840.5 on-board FTE. In order to meet our FY15 budget target of 774.6 FTE, the Region must reduce its on-board FTE by 65.9.

The Region will reshape its administrative support workforce to meet changing needs brought on by changing technology. Word processing technology has diminished the need for traditional typing skills and the implementation of automated travel and timekeeping has reduced the resources needed to perform these duties. The agency has moved to performing tasks electronically rather than by circulating paper documents, thus cutting down the need for copying services. Despite having largely refrained for some time from external administrative support hiring, Region 2's 70-person administrative support staff remains a disproportionately large share of our 845 on-board workforce – 8.3%. This contrasts with an average of 4% across the other nine regions, based on 2012 workforce planning data. Moreover, declining travel resources as well as the ability to hold virtual meetings has reduced the travel requirement and has resulted in a commensurate reduction in the travel support workload. Consolidation of the staff providing support to arrange, book and prepare appropriate documentation for travel will bring greater efficiency to the program. The mission of the travel desk will be to offer travel advisory, arrangement and document preparation services, striving for client satisfaction by delivering efficient, detailed oriented travel planning while ensuring compliance with EPA's travel policy and federal travel regulations (FTR) and generating noticeable savings. We expect to reduce our administrative support staff from approximately 70 staff down to 30.

Technology has also changed the focus of the Agency's records management program. The Region is no longer in need of the filing skills of a secretary, but requires the expertise of professional records managers. Paper records are only a small part of the Agency's records program. We now manage electronic information that is subject to FOIA and eDiscovery. In this light, we need to enhance our records/eDiscovery skills in the Office of Regional Counsel. The volume and time it takes to produce eDiscovery packages is extensive. To remedy this, we are proposing to reduce our paralegal staff by four and redefine two of those positions as records management professionals. In addition, we will redefine three of our clerical positions as records professionals to be placed in the organization that manages the Region-wide records program.

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2. **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, such as skills and knowledge.**

See Attachments 1 through 4.

3. **A description of the categories of employees who will be offered incentives.**

This should be a description of all groups of employees who will receive VSIP offers. The agency should use categories such as position titles, occupational series, or function(s) performed (e.g., maintenance workers, support staff, etc.). The request should also specify the geographic area(s) where the employees are located. For example:

Do say "We plan to offer VSIP to auditors and accounting technicians in Des Moines, IA, accounting technicians in Dallas, TX, and auditors, accounting technicians and payrolls clerks in Orlando, FL".

Don't say "We plan to offer VSIP to auditors, accounting technicians, and payroll clerks in Des Moines, IA, Dallas, TX, and Orlando, FL".

To summarize, while the category listing may be general in nature, the agency requesting VSIP authority identifies all categories of employees who will be offered VSIP, and the geographic location(s) where these positions are located.

The categories of employees who will be offered VSIP are summarized in Attachments # and #.

- We plan to offer VSIP to GS-029 Environmental Protection Assistants at the GS-5 and 7 levels in Region 2's New York City offices.
- We plan to offer VSIP to GS-303 Administrative Management Assistants at the GS-9 level in Region 2's NYC offices.
- We plan to offer VSIP to the region's only GS-303-7 Program Support Assistant, situated in Region 2's San Juan, PR offices.
- We plan to offer VSIP to GS-303 Office Assistants at the GS-6 and 7 levels in Region 2's NYC, Edison, NJ, and San Juan offices.
- We plan to offer VSIP to GS-318 Secretaries at the GS-7, 8, and 9 levels in Region 2's NYC, Edison, and San Juan offices.

As reflected in Attachment 2, we have established a maximum number of VERA/VSIP offers collectively for positions in the above-mentioned occupational series, titles and grade levels, allotting maximum offers for this cluster of positions only by duty station.

- We plan to offer VSIP to GS-525 Accounting Technician positions at the GS-7 and 9 levels in Region 2's NYC offices.
- We plan to offer VSIP to GS-950 Paralegal Specialists at the GS-12 level in Region 2's NYC offices.
- We plan to offer VSIP to the region's only GS-963-9 Legal Instruments Examiner, situated in Region 2's NYC offices.

4. **The time period during which the agency will pay incentives.**

The agency's VSIP request should include narrative explaining both the time period during which the agency will offer VSIP, and the final date for employees accepting VSIP to separate from the agency's employment roles.

The agency should also explain any factors that might cause delays or complications in its plans to offer VSIP. Finally, the agency should explain why it needs the amount of time it requested to offer VSIP.

The time period we request to complete our VSIP program is _____.

We expect employees that accept VSIP to be off the rolls by _____.

We anticipate that we will require that amount of time because _____.

The time period we request to complete our VSIP program is from the date of approval through April 4, 2014. We expect employees that accept VSIP to separate by that date.

We plan a short window in order to accrue the payroll savings necessary to ensure budget neutrality and enable us to begin recruitment for up to six positions (but no more than one position for every three VERA/VSIP separations) in the latter part of FY 2014. Any individuals hired will not come on board until FY 2015.

5. The number and maximum amounts of voluntary separation incentive payments to be offered.

Region 2 has identified 82 targeted positions.
The maximum number of VSIP to be offered is 39.
The maximum amount that will be paid is $25,000.
The total maximum payment is $ 975,000.

6. A narrative description of how the organization will operate without the eliminated or restructured positions and functions.

Once any imbalances in administrative staffing among those not accepting VERA/VSIP offers have been rectified through reassignments, our divisions will each have an administrative staff well proportioned to meet needs as they have evolved and positioned to reap dividends associated with functional specialization in areas such as records management, time-and-attendance, procurement, and human resources processing. A travel desk with region-wide scope will become operational. We anticipate that it will deliver efficient, detail-oriented travel planning and yield economies of scale and improved controls by ensuring consistent application of federal and Agency travel policies and protocols across the region. Through backfilling a small portion of vacated administrative support FTEs at the entry level, the region's records management program will be materially strengthened and Office of Regional Counsel needs in the associated area of eDiscovery will be addressed. Backfilling one of the vacated accounting technician positions with an entry level budget analyst will enable us to devote additional resources to another area of intense focus. Overall, we look forward to emerging with a more highly skilled support workforce, while at the same time making strides with respect to regional and agency FTE targets.

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7. **A proposed organizational chart displaying the expected changes in the agency's organizational structure after the agency has completed the incentive payments.**

This chart should show the agency (or component within the agency, if the VSIP request is for a single component) minus the eliminated or restructured or redescribed positions (different grade, title, function(s), etc.). In order to effectively show the meaning of this information, it would be useful to display a current organization chart as well.

The proposed restructuring will be accomplished without a formal reorganization. We are attaching for your reference a copy of Region 2's current organization chart at the divisional level.

8. **If the agency has requested, or will request, voluntary early retirement authority (VERA), a description of how that authority will be used in conjunction with VSIP.**

This discussion should explain the extent to which the agency believes it will reach its voluntary separation goals by combining VERA with VSIP as an enticement for voluntary separation. If the agency believes the VERA, when used with VSIP may entice certain employees to retire early to receive a VSIP, it should provide that information and explain the anticipated, positive effect that VERA will have on the VSIP acceptance rate.

Region 2 has a substantial number of employees (26% of the target group) eligible for optional retirement. Our 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 33% of the target group is eligible for neither optional retirement and 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 41% of our target group who are VERA-eligible. VERA authority in conjunction with VSIP will be essential if we are to reach our ambitious goal of 39 voluntary separations from among a target group of 82.

9. **If the agency is offering separation incentives under other statutory authority, a description of how that authority is being used.**

This provision is for agencies that my still have their own agency-specific VSIP law. If applicable, the agency should discuss the number of incentives it plans to offer under each VSIP statutory authority, broken down as described in item 2 above. If the agency has no single agency VSIP law, it should enter "not applicable" in response to this item.

Not applicable.

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Attachments

Attachment 1 – Summary of Target Positions by Series/Grade

Attachment 2 – VERA/VSIP Offers for "Support" Positions

Attachment 3 – Workforce Reshaping for Support Occupations by Division (post-VERA/VSIP)

Attachment 4 – Workforce Reshaping for Support Occupations by Occupation (post-VERA/VSIP)

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U.S. Environmental Protection Agency
Request for
Voluntary Separation Incentive Payments
and
Voluntary Early Retirement Authority
for
Region 5

I. Introduction

II. Background

III. Reshaping the Workforce

IV. Budget Neutrality/Costs/Savings

V. Combined VSIP/VERA Request

Attachments:

Attachment 1 – Current Organization Chart
Attachment 2 – New Organization Chart
Attachment 3 – Targeted Positions and Maximum Number of VSIPs/VERAs to be Offered to Targeted Positions by Office and Series

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U.S. Environmental Protection Agency
Region 5,
Voluntary Separation Incentive Payments
and
Voluntary Early Retirement Authority

I. Introduction

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency (EPA) is requesting approval authority through June 1, 2014 for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out). Region 5 will use these authorities to:

- Reduce and reshape our environmental program positions (i.e., GS-028 Environmental Protections Specialists, GS-819 Environmental Engineers, GS-401 Life Scientists, and GS-1301 Scientist positions) at the GS-13 grade level and above within Region 5 to achieve an overall Region-wide reduction and reshaping of the workforce. The VERA and VSIP will be offered to both supervisory and non-supervisory GS-13 and above positions. Through attrition gained by VERA and VSIP, the region 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. The less complex work will be restructured into lower-graded GS-7/9/11 positions with promotion potential established to the GS-12 level. Reshaping will occur, in part, through consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels. This will allow us to recruit entry-level candidates interested in 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, rather than a sole reliance on regional and/or national level experts in specific fields. While some non-supervisory higher graded positions will remain, this will create a more grade-level balanced workforce in the region.

- Reduce and reshape the Attorney Advisor (GS-905) positions at the GS-14 and GS-15 grade levels within Region 5. The VERA and VSIP will be offered to both supervisory and non-supervisory GS-14 and above GS-905 positions. Through attrition gained by VERA and VSIP, the region will, in part, reassign the most complex work (i.e., GS-15 level) 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 positions. Reshaping will occur, in part, through consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels. The region intends to backfill a smaller number of positions, consistent with our overall future workforce projections. In addition, these positions will be offered at the entry level for attorney-advisors, which will create a more diverse workforce profile while they are progressing to the full performance level of GS-14. Finally, the limited attorney hires will also be focused on a different skill set supporting multimedia approaches, greater use of technology in evidence gathering and communications, and more comprehensive settlements as opposed to individual rule violations.

- Reduce and reshape the numbers of GS-303 Miscellaneous Administrative Assistant at the GS-7 grade level and above within Region 5. Through attrition gained by VERA and VSIP, the region will consolidate the majority of the work into fewer positions. The less complex work will be

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restructured into modest rehiring plan at lower graded positions. This will allow Region 5 the ability to reduce the overall number of position, while recognizing the significant changes in technology and decentralization of functions that has occurred in the past decade.

Both the VERA and VSIP opportunities will be offered to up to 141 employees in targeted divisions, occupations, and grade levels located within EPA Region 5. As of November 2013, Region 5 employs 1,163 permanent employees. Based on the recent Diversity and Inclusion report, 41.5% of Region 5 employees are at the GS-13 level, and over 64% of Region 5 employees are grades 13 and above. In comparison, 24.46% of Region 5 employees are at the GS-12 level, with about 10% in the GS 5 through 11 levels, some of whom have career ladders to the GS-12 (or 13). In Region 5, we have 105 non-supervisory GS-14's (58 are attorneys) and 29 non-supervisory GS-15's (27 are attorneys).

Non-supervisory GS-13 positions historically were created to focus on specific programs/pollutants at a particular point in time when sufficient higher graded work was present (e.g., wetlands expert, fish contaminants expert). Similarly, non-attorney Regional GS 14's have been created as a result of a Regional employee being recognized as a national expert for a specific sector (e.g., refineries), pollutant (mercury), or program (Total Maximum Daily Limits (TMDL) Process Manager). Program priorities have evolved over time based, in part, on executive leadership direction, and specific knowledge of a particular sector, program or pollutant that supported the higher grade at one point may no longer exist, or exist in an amount insufficient to support a stand-alone, high graded position. In addition, re-engineering our partnerships with States, tribes and other stakeholders to accomplish our environmental mission requires us to balance EPA's obligation to provide certain oversight/accountability with reducing duplication of work. The ability to effectively manage these multiple roles requires a much higher degree of collaboration, communication and interpersonal skills, with an ability to maintain each relationship overall without compromising our ability to take a stand in key situations for the future Region 5 workforce. Finally, continuing to move from a 1 person/1 program mentality to greater cross-training and work-sharing will allow us to better meet our mission regardless of where short or long-term vacancies arise. Using collateral duties to allow staff to assist other programs with critical skill gaps (the existing regional version of Skills Marketplace) is an example of this. These changes require employees with a high degree of collaboration and self-management skills, with an ability to apply their degrees/technical backgrounds to a variety of situations.

Both the VERA and VSIP opportunities will be offered to staff in Region 5. Targeting decisions were made by senior managers based on the specific mission needs required to reshape their divisions. This proposal sets a maximum number of VSIPs to be offered for each series in each division. Decisions on who receives VERA and VSIP will be prioritized based upon the employee's permanent official division and position of record, occupational series, and grade level. Decisions about who receives VERA and VSIP will be prioritized based upon the employee's official Service Computation Date, with precedence given to those with the highest years of combined service at the EPA should two or more applicants within a VERA and VISP eligible category have the same Service Computation Date.

II. Background

U.S. EPA Region 5 employs 1,163 permanent employees responsible for carrying out EPA's environmental mission as required by numerous environmental laws. This work is done in partnership with six states and 35 federally recognized Indian tribes. The region conducts oversight of state and tribal programs to ensure they comply with Federal laws and regulations. The region also directly implements programs in some states and tribal territories (including permitting, inspections, and enforcement), conducts federal rulemaking, and administers grants and contracts.

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Region 5 is organizationally divided into Divisions and Offices. The "media" divisions (Air and Radiation Division, Land and Chemical Division, Superfund Division and Water Division) are responsible for implementing the relevant environmental laws, such as the Clean Air Act, Resources Conservation and Recovery Act, Comprehensive Environmental Response, Compensation and Liability Act, and Clean Water Act. The Resources Management Division manages the region's resources, including personnel, facilities, extramural funding and the Central Regional Lab. The Regional Administrator for Region 5 is the National Program Manager of the Great Lakes National Program Office, and that office is located within Region 5. The other Offices (Office of Regional Counsel, Office of External Communications, Indian Environmental Office, Office of Enforcement and Compliance Assurance, and Office of Civil Rights) are responsible for activities that cross divisional boundaries.

In addition to the reasons noted in the previous section, Region 5 needs to reduce, rebalance grade levels and restructure our workforce to recruit in the new skills and abilities to also support the Next Generation Compliance Strategy. The Next Generation Compliance Strategy will require new skills in our technical and legal staff to meet the demands of optimizing use of new monitoring technologies, working with communities and community-collected information on local sources and impacts, and developing/using innovative enforcement approaches to improve compliance. This paradigm shift also impacts the Region's regulatory and permitting personnel who must assist states in adopting/issuing more effective regulations and permits that are easier to implement and enforce, utilize advanced emissions monitoring and electronic reporting, including requiring information to be publically available. Finally, continued advancement in automation/IT technologies will foster further streamlining and redefine our work, allowing people to manage workloads more effectively and with greater consistency. Taken together, these drivers, along with the our budget realities, require the Region to reduce, rebalance and restructure our workforce in a manner not possible through current attrition rates, which have averaged about 4%. In fact, Region 5 is consistent with Agency-wide data indicating employees on average stay with the Agency 5 years past their retirement eligible date.

In reviewing the region's workforce demographics, we have determined that there is an imbalance between the number of non-supervisory positions at the GS-13, GS-14, and GS-15 levels verses the number of positions in which the career ladders is limited to the GS-12 level. The VERA and VSIP approval will allow us to reduce the total number of non-supervisory positions at the GS-13 and above grade levels. With the vacancies created by the VERA and VSIP separations, Region 5 will consolidate and reassign the higher graded work to existing GS-13 employees and restructure the remaining work into new positions with GS-12 established as the full performance level. Ultimately, our reduction and restructuring plans will result in a more balanced grade level structure within the region. We will have fewer GS-13 and above positions and more employees employed in program and support positions that lead to a GS-12 full performance level. Any supervisory/management vacancies created will first be assessed to determine if backfilling is warranted, taking into account factors such as the decline in our overall workforce size and span of control. The current average ratio of supervisors to staff in Region 5 is 1:8.4, with variations in individual offices that range from 1:7 to 1:10.

To reshape the organizational grade levels, Region 5 requests approval to offer VERA with VSIP to eligible employees. This authority will be used to reduce and reshape our workforce to create a grade level balance that consolidates higher level work into fewer positions and creates a modest number of new positions in order to bring new skills at a savings to the region.

III. Reshaping the Workforce

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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. The review determined that our workforce has become significantly skewed at the GS-13 and above grade levels. Over 64% of the Region 5 workforce is at the GS-13 level and above. Furthermore, our attrition rate (an average of 4%) is not generating enough attrition to reduce and rebalance our workforce.

We plan to use VERA and VSIP to reduce and restructure our workforce through a multi-pronged approach:

- reduce the overall workforce from 1,160.6 full time employee equivalents (FTE) to 1,072.3 for FY 2015,
- consolidate higher graded duties,
- reduce the overall number of non-supervisory positions in the Region at higher grade levels (GS-13 and above), and
- address the changing nature of workforce skill requirements.

When higher graded employees leave, we will implement a modest replacement plan (approximately one hire for every three vacancies, assuming all 141 VSIP/VERA are utilized) and replace these positions, as appropriate, with entry-level employees with a full promotion potential to the GS-12 grade level.

With regard to environmental program positions, the VERA and VSIP will be offered to both supervisory and non-supervisory GS-13 and above positions. Through attrition gained by VERA and VSIP, the region 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. The less complex work will be restructured into lower-graded GS-7/9/11 positions with promotion potential established to the GS-12 level.(The exception to this is the SF program where certain positions have a journey ladder to the GS-13; this proposal is not changing these positions.) Reshaping will occur, in part, through consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels. This will allow us to recruit entry-level candidates interested in 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, rather than a sole reliance on regional and/or national level experts in specific fields. This will create a more grade-level balanced workforce in the region, with the skill set needed to meet current and future challenges.

With regard to attorney advisor positions, reshaping will occur, in part, through consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels. The VERA and VSIP will be offered to both supervisory and non-supervisory GS-14 and above GS-905 positions. Through attrition gained by VERA and VSIP, the region will, in part, reassign the most complex work (i.e., GS-15 level) 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 positions. Overall, the region intends to backfill a smaller number of positions, consistent with our overall future workforce projections. In addition, these positions will be offered at the entry level for attorney-advisors, which will create a more diverse workforce profile while they are progressing to the full performance level of GS-14. Finally, the limited attorney hires will also be focused on a

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different skill set supporting multimedia approaches, greater use of technology in evidence gathering and communications, and more comprehensive settlements as opposed to individual rule violations.

With regard to administrative and program assistant (GS-303), their role has changed significantly in the past decade with changing technology and the decentralization of many functions previously performed by secretaries to the professional staff (typing, travel, time keeping, etc.). Over this time, Region 5 has pursued several strategies aimed at addressing the changing nature of the work and perceived career limitations with these positions. Challenges remain, however, in terms of identifying sufficient grade-appropriate work to support full time positions for each organizational level. We believe modest rehiring will meet our needs, while preserving budgetary flexibility. This will allow us to more effectively structure the proper number and grades of GS 303 administrative and program assistants to support continuity and the higher level support functions. Ultimately, depending on certain factors such as the future of telework, advanced IT tools, the size of our workforce, etc., the Region will either pursue additional administrative support consolidation scenarios, or at the very least will continue to consolidate full time EPA employee administrative support work into fewer positions.

Each voluntary separation created through the use of the VSIP and VERA authority will be carefully evaluated, with an overall goal of ensuring that staffing levels for Region 5 do not exceed than FY15 staffing level requirements.

IV. Budget Neutrality/Costs/Savings

Budget Neutrality

This request for VERA and VSIP authority, if approved, will be conducted so that no funds or resources other than those appropriated for use in Fiscal Year (FY) 2014 will be used or required.

As mandated by the Office of Management and Budget (OMB) for early-out/buy-out requests generally, Region 5's request certifies that the early-out/buy-out will be budget neutral. That is, the early-out/buy-out authority will not result in any increased costs above current or future FY appropriations to pay for costs incurred for buy-out cash payments, annual leave cash payouts, or any other costs, including those associated with refilling the resulting vacancies.

The following tables detail calculations showing how Region 5 has assured budget neutrality in the proposal for FY 2014 through FY 2016. Table A provides details on the direct costs associated with VERA and VSIP. Table B provides details on the cost savings with VERA and VSIP for FY 2014 through FY 2016. The savings will be used to meet Region 5's ongoing program goals and responsibilities.

The following tables detail calculations showing how Region 5 has assured budget neutrality in the proposal for FY 2014. The direct maximum costs associated with VERA and VSIP is $5,172,670. Table A provides details of the direct costs associated with VERA and VSIP. Savings projected through FY 2016 as a result of the VERA and VSIP are estimated to be more than $36 million. Table B provides the detailed calculations of the savings achieved in FY 2014, FY 2015, and FY 2016. The savings will be used to meet Region 5's ongoing program goals and responsibilities.

Direct Costs

Table A - Direct Costs for VERA/VSIP

Targeted Positions (See details in Attachment 4)	
141 Targeted Positions for VSIP X $25,000 (maximum cash buy-out)	$3,525,000
Annual Leave Buyout for 141 Targeted Positions for VERA, Optional Retirement or Resignation* (48.69 per hr. X 240) X 141	$1,647,670
Total Maximum Direct Costs	$5,172,670

Estimated Savings

Table B - Estimated Savings for FY 2014 through FY 2016				
	FY 2013 Payroll	Estimated FY 2014 Savings	Estimated FY 2015 Savings	Estimated FY 2016 Savings
A. Total Annual Payroll Costs (before VERA/VSIP)**	$154,591,900	$154,591,900	$154,591,900	$154,591,900
B. Payroll Savings (Payroll for 141 VERA/VSIP targeted positions with April 4, 2014 Buyout Date with 49% of year remaining in 2014)*		-$9,337,721	-$19,056,573	-$19,056,573
C. Working Capital Fund Savings***		-$345,450	-$705,000	-$705,000
D. VSIP Buyout ($25,000 X 141)		$3,525,000		
E. Leave Payout Estimate (presumes 240 hours at average salary)*		$1,647,670		
F. Payroll for 54 new hires****		$1,829,788	$2,238,566	$2,696,035
G. Working Capital Costs*** for 57 New Hires		$142,500	$285,000	$285,000
Total Costs	**$154,591,900**	**$152,053,687**	**$137,353,893**	**$137,811,362**
Total Projected Savings with VERA/VSIP		**$2,538,213**	**$17,238,007**	**$16,780,538**

Notes:

* Calculations are based on a GS-13, Step 5 in Chicago, IL. The GS-13 Step 5 salary cost was determined based upon the average cost of the GS-13 Step 5 pool of Region 5 employees.

2013 annual salary is $101,619 or $48.69 per hour. With a 33% increase to account for benefits and other costs bring it to $135,153 annually.

** Total FY 2013 Region 5 payroll includes furlough savings mandated by sequestration

*** Working Capital Fund costs are based on $5,000 per position per year for computer, telephone and internet access.

****Calculations are based on GS-9 Step 1 in Chicago, IL. Annual salary is $51,995. With a 33% increase to account for benefits and other costs bring it to $69,153 annually.

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Hires in FY 2014 will promote to GS11 in second half of FY 2015 estimated at $83,269 annually.
Hires in FY 2014 will promote to GS12 in second half of FY 2016 estimated at $100,286 annually.

Total Estimated Hires of 54 is based upon 1/3 of 141 VERA/VSIP plus 1/3 of average Region 5 attrition for one half a year.

Indirect Costs

The indirect costs are difficult to gauge because most are specific to the employee. Indirect cost such as security clearances are based on the position and employee. If the employee already has one the cost is reduced. Transit subsidy and parking are indirect costs that are employee specific and can only be determined after the employee has been recruited and tentatively selected.

V. Combined Request for Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (VERA)

Agency: EPA

Covered Component(s): Region 5

VSIP and VERA

1. Explain the workforce situation the organization needs to address through VSIP and VERA that would otherwise require involuntary personnel actions, e.g., delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping.

Region 5 plans to use VSIP and VERA to reshape our workforce to accomplish the following:

- Reduce and reshape our environmental program positions (i.e., GS-028 Environmental Protections Specialists, GS-819 Environmental Engineers, GS-401 Life Scientists, and GS-1301 Scientist positions) at the GS-13 grade level and above within Region 5 to achieve an overall region-wide reduction and reshaping of the workforce. Through attrition gained by VERA and VSIP, the region 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. The less complex work will be restructured into lower-graded GS-7/9/11 positions with promotion potential established to the GS-12 level. This will allow us to recruit entry-level candidates interested in 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, rather than a sole reliance on regional and/or national level experts in specific fields. This will create a more grade-level balanced workforce in the region.

- Reduce and reshape the number of non-supervisory Attorney Advisor (GS-905) positions at the GS-14 and GS-15 grade levels within region 5. Reshaping will occur, in part, through consolidation of some management positions. Further, the region intends to backfill a smaller number of positions, consistent with our overall future workforce projections. In addition, these positions will be offered at the entry level for attorney-advisors, which will create a more diverse workforce profile while they are progressing to the full performance level of GS-14. Finally, the limited attorney hires will also be focused on a different skill set supporting multimedia

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approaches, greater use of technology in evidence gathering and communications, and more comprehensive settlements as opposed to individual rule violations.

- Reduce and reshape the numbers of GS-303 Miscellaneous Administrative Assistant at the GS-7 grade level and above within Region 5. Through attrition gained by VERA and VSIP, the region will consolidate the majority of the work into fewer positions. The less complex work will be restructured into modest rehiring plan at lower graded positions. This will allow Region 5 the ability to reduce the overall number of position, while recognizing the significant changes in technology and decentralization of functions that has occurred in the past decade.

- Reduce our workforce from 1,160.6 full time employee equivalents (FTE) to 1,072.3 for FY 2015, while ensuring the future hires, through a modest replacement plan (approximately one hire for every three vacancies, assuming all 141 VSIP/VERA are utilized), have the skill set needed to meet today and tomorrow's requirements, described above.

2. Identify the end date for separations under VSIP and VERA.

The time period for the authorities is from the date of approval until May 1, 2014. Voluntary separations will occur prior to April 5, 2014.

Required information for VSIP request

3. Identify the specific positions and functions to be reduced or eliminated by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position, such as skills and knowledge gaps.

We plan to offer VSIP/VERA to GS-028 Environmental Protection Specialists, GS-401 Life Scientists, GS-819 Environmental Engineers, GS-1301 Environmental Scientists at the GS-13, GS-14, or GS-15 grade levels within Region 5.

We plan to offer VSIP/VERA to GS-0303 miscellaneous administrative assistant positions at the GS-7, GS-8, and GS-9 grade levels within Region 5.

We plan to offer VSIP/VERA to GS-0905 attorney advisors at the gS-14 and GS-15 grade levels within Region 5.

Attachment 3, VSIP/VERA shows allocations by grade level, occupational series, and division within Region 5.

4. **Describe the categories of employees who will be offered VSIP by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills or knowledge gaps, or retirement eligibility.**

We plan to offer VSIP/VERA to GS-028 Environmental Protection Specialists, GS-401 Life Scientists, GS-819 Environmental Engineers, GS-1301 Environmental Scientists at the GS-13, GS-14, or GS-15 grade levels within Region 5.

We plan to offer VSIP/VERA to GS-0303 miscellaneous administrative assistant positions at the GS-7, GS-8, and GS-9 grade levels within Region 5.

We plan to offer VSIP/VERA to GS-0905 attorney advisors at the GS-14 and GS-15 grade levels within Region 5.

Attachment 3, VSIP/VERA shows allocations by grade level, occupational series, and division within Region 5.

5. Identify the number of VSIPs to be paid and the maximum amount of each VSIP (up to $25,000).

141 VSIPs will be offered, each up to the maximum of $25,000.

6. Describe how the organization will operate without the eliminated positions and functions identified in number 1.

In the environmental program positions (Series 0028, 0819, and 1301), Region 5 will reduce the number of higher graded positions (GS-13 and above), especially non-supervisory, while consolidating the higher graded work in remaining positions. While a modest replacement plan (approximately one hire for every three vacancies, assuming all 141 VSIP/VERA are utilized) will be implemented, the goal is to achieve a more grade level balanced workforce with the skills needed to meet today and tomorrow's challenges.

In the attorney positions (Series 0905), Region 5 will consolidate some management position and through a modest re-hiring program (approximately one hire for every three vacancies, assuming all 141 VSIP/VERA are utilized) backfill a smaller number of entry level positions, focusing on a skill set supporting multimedia approaches, greater use of technology in evidence gathering and communications, and more comprehensive settlements as opposed to individual rule violations.

In the miscellaneous administrative assistant positions (Series 0303), Region 5 will reduce the number of higher graded positions (GS 7, 8, and 9), while consolidating the higher graded work in remaining positions. While a modes replacement plan (approximately one hire for every three vacancies, assuming all 141 VSIP/VERA are utilized) will be implemented, the goal is to recognize the significant changes in technology that have caused decentralization of functions away from the 0303 series during the past decade.

7. Provide a proposed organization chart showing the expected changes to the organization's structure after completing the VSIP plan.

See attachments 1 through 2. The proposed VSIP/VERA plan will not result in changes to the Region 5 organization chart. However, the overall number of Region 5 employees will be reduced to meet the skill set needed to meet today and tomorrow's challenges, while working within budgetary limitations.

8. If requesting, or will request, VERA, describe how that authority will be used in conjunction with VSIP.

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 141 voluntary separations.

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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.

9. If offering VSIPs under another statutory authority, describe how VSIPs are being used under that authority.

Not applicable.

Required information for VERA request

10. Provide the anticipated effective date of the substantial delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping described in number 1.

Reshaping will occur after May 2, 2014.

11. Provide the total number of permanent employees in the agency or covered component(s).

U.S. EPA Region 5 employs 1,163 permanent employees.

12. Provide the total number of permanent employees in the agency or covered component(s) who are expected to be involuntarily separated, downgraded, transferred, or reassigned as a result of the reason(s) in number 1.

We expect to process at least 260 personnel actions (voluntary separations, reassignments, details, reclassifications, and internal/external recruitments to implement the reshaping of our workforce, restructure the grade levels of our workforce and reduce the overall number of positions in the region to meet FY 2015 staff levels.

13. Provide the total number of employees in the agency or covered component(s) who are eligible for voluntary early retirement. (Do not include employees eligible for optional retirement.)

212 employees are eligible for VERA under the plan.

14. Provide an estimate of the number of employees in the agency or covered component(s) who are expected to take voluntary early retirement.

50 employees are estimated to take voluntary early retirement under the plan.

15. Describe the types of personnel actions anticipated as a result of the reason(s) in number 1 (e.g., reassignments, downgrades, separations) that would occur without VERA.

- Directed reassignments
- Details
- Voluntary separations

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- Abolish and/or reclassify positions
- Internal and external recruitment

While the above would occur, without VERA and VSIP authority, the region may not be able to meet FY2015 staff levels, nor accomplish restructure/ reshaping goals outlined in this request.

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Attachments

Attachment 1 – Current Organization Chart

Attachment 2 – New Organization Chart

Attachment 3 – Targeted Positions and Maximum Number of VSIPs to be Offered to Targeted Positions by Office and Series

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Attachment 1:
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Attachment 2:
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Attachment 3:
VSIP/VERA allocations by Occupational series, Grade, and Division

Occ. Series	Total Employees	0028 Environmental Protection Specialist (GS-13 and above)		0303 Miscellaneous Clerical/Assistant (GS-7, 8, & 9)		0819 Environmental Engineer (GS-13 and above)		0905 Attorney Advisor (GS-14 and above)		1301 Environmental Scientist (GS-13 and above)		0401 Life Scientist (GS-13 and above)		Max offers as a % of Division	Max offers as a % of eligible
		Current Number Eligible	Max # of VERA/ VSIP Offers in Job Series	Current Number Eligible	Max # of VERA/ VSIP Offers in Job Series	Current Number Eligible	Max # of VERA/ VSIP Offers in Job Series	Current Number Eligible	Max # of VERA/VSIP Offers in Job Series	Current Number Eligible	Max # of VERA/ VSIP Offers in Job Series	Current Number Eligible	Max # of VERA/ VSIP Offers in Job Series		
Air and Radiation Division	135	18	5	6	2	19	5	0	0	28	6	0	0	13%	25%
Great Lakes National Program	63	8	3	1	0	5	1	0	0	13	4	4	1	14%	29%
Land and Chemical Division	153	29	9	6	2	9	3	0	0	34	8	2	0	14%	28%
Office of Regional Administrator	74	10	3	4	1	4	2	0	0	4	1	1	0	9%	30%
Office of Regional Counsel	124	0	0	8	1	0	0	95	15	0	0	0	0	13%	16%
Resources Management Division	159	0	0	6	6	2	1	0	0	2	1	0	0	5%	80%
Superfund Division	266	34	12	8	2	44	9	0	0	66	12	9	1	14%	22%
Water Division	190	34	11	8	2	20	6	0	0	19	4	14	2	13%	26%
Total	1164	133	43	47	16	103	27	95	15	166	36	30	4	12%	25%

Total VSIP eligible under plan	574

Total VERA eligible under plan	212

Total Voluntary eligible under plan	123

Total Proposed VERA/VSIP	up to 141

	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														
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32														
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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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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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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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88														
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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
		1					1	1	1		
			2	2			4	3	2		
1							1	1	1		
1		1	2	2			6	5	5		

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
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1														
1														
1														
3														
2														
1														
1														
1														
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302														
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28														
11														
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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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17														
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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**

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170														
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75														
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2														
1														
1														
3														
6														
3														
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														
2														
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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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19														
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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		

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171														
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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**

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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														
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5														
15														
1														
3														
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1														
4														
2														
1														
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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

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314														
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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**

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1														
17														
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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														
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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**

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45														
10														
14														
1														
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2														
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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														

Office Name Here

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			1	1			
Restructure or reduce highly graded supervisory and non-supervisory positions			5	4			
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	6	5	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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		
					1	1	1.3	
					5	4	5.4	
					0	0		
					0	0		
					0	0		
0	0	0	0	0	6	5		

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA
OLEM
ORD

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

AO

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA

OLEM
ORD
OW
Region 2
Region 4
Region 6
Region 8

Region 10

						# of Targeted Positions by Grade													
AO	Series	Total Non-Term Employees	Retirement Eligible	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	# to Eliminate	Comments
COMBINED		344	75	80	311														
AO COUNT		*339*	*74*	*75*	*298*										**0**				
	0301 - Staff Assistant					**0**	**0**	**2**	**2**	**4**	**0**	**0**	**0**	**0**	**8**	**3**	**3**	**0**	Positions will be restructed for term appointments
		20	8	2	11	6	4	2	2	4	1	0	0	0	8				
OAES	0343 - Program/Management Analyst					**0**	**0**	**0**	**1**	**4**	**1**	**1**	**0**	**0**	**7**	**2**	**2**	**0**	Reduce non-supersivory GS-13/14/15
	0560 - Budget Analyst					**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
		19	3	3	11	0	0	0	1	4	2	1	0	0	8				
OCHP	0343 - Program/Management Analyst					**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**2**	**1**	**1**	**0**	Restructure position
	1301- Environmental Scientist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0401- Biologist					**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**2**	**1**	**1**	**0**	Restructure position
	1001- Public Liaison Specialist					**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	Restructure position
		14	3	3	11	0	0	0	0	3	3	1	0	0	7				
OCIR	0301 - Information Management Specialist					**0**	**0**	**0**	**4**	**0**	**0**	**0**	**0**	**0**	**4**	**1**	**1**	**0**	Restructure position
	0343 - Program/Management Analyst					**0**	**0**	**0**	**2**	**6**	**0**	**2**	**0**	**0**	**10**	**3**	**3**	**0**	Restructure positions
	0905 - Attorney - Adviser					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position to lower grade
	0301 - Congressional Liaison Specialist					**0**	**0**	**0**	**0**	**1**	**7**	**0**	**0**	**0**	**8**	**1**	**1**	**0**	Restructure positions
		39	6	14	36	0	0	0	6	7	7	3	0	0	23				
OCR	0260 - Equal Employment Specialist/Manager					**0**	**0**	**0**	**1**	**3**	**5**	**0**	**0**	**0**	**9**	**1**	**1**	**0**	Restructure positions and centralize functions including positions from RTP (2) and LV (1)
Durham, NC	0260 - Equal Employment Specialist/Manager - Durham, NC					**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**0**	**2**	**2**	**2**	**0**	Restructure to move positions to HQ
Las Vegas, NV	0260 - Equal Employment Specialist/Manager - Las Vegas, NV					**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure to move position to HQ
Cincinnati, OH	0260 - Equal Employment Specialist/Manager - Cincinnati, OH					**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure to move position to HQ
		21	5	2	18	0	0	0	1	3	5	0	1	0	10				
OEX	0326 - Office Automation Assistant/Clerk					**1**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**3**	**2**	**2**	**0**	Restructure positions
	0303 - Information Management Assistant					**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0301 - Information Management Specialist					**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**2**	**1**	**1**	**0**	Restructure position
		16	2	2	14	1	3	0	0	0	2	0	0	0	6				
OHS	0028 - Environmental Protection Specialist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0132 - Intelligence Operations Specialist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0343 - Program/Management Analyst					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0819 - Environmental Engineer					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
		10	2	3	8	0	0	0	0	1	0	3	0	0	4				
OP	0028 - Environmental Protection Specialist					**0**	**0**	**0**	**0**	**0**	**0**	**2**	**0**	**0**	**2**	**2**	**2**	**0**	Restructure positions
	0110 - Economist					**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**2**	**2**	**2**	**0**	Restructure positions
	0301 - Staff Assistant					**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0301 - Program Specialist					**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0301 - Information Management Specialist					**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0301 - Regulatory Impact Analyst					**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0343 - Program/Management Analyst					**0**	**0**	**0**	**2**	**4**	**4**	**3**	**0**	**0**	**13**	**8**	**8**	**0**	Restructure positions
	1301 - Senior Advisor Climate Adaptation					**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	**1**	Position deleted
		130	25	22	115	0	0	0	5	5	5	6	0	1	22				
OPEEE	0301 - Public Liaison Specialist					**0**	**0**	**0**	**0**	**0**	**2**	**1**	**0**	**0**	**3**	**2**	**2**	**0**	Restructure positions
	1001 - Environmental Education Specialist					**0**	**0**	**0**	**0**	**2**	**2**	**0**	**0**	**0**	**4**	**1**	**1**	**0**	Restructure positions
	1035 - Public Affairs Specialist					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
		11	4	2	11	0	0	0	0	3	4	1	0	0	8				
OSDBU	0301- Information Management Specialist					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0343 - Program/Management Analyst					**0**	**0**	**1**	**0**	**1**	**1**	**2**	**0**	**0**	**5**	**1**	**1**	**0**	Restructure positions
Los Angeles, CA	0343 - Program/Management Analyst					**0**	**0**	**1**	**0**	**1**	**1**	**2**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure to move position to HQ
		12	3	4	12	0	0	2	0	3	2	4	0	0	7				
SAB	1301 - Environmental Scientist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	1301 - Ethics Official					**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	0343- Management Analyst					**0**	**0**	**0**	**0**	**3**	**0**	**0**	**0**	**0**	**3**	**1**	**1**	**0**	Restructure position
	0401- Biologist					**0**	**0**	**0**	**0**	**0**	**2**	**1**	**0**	**0**	**3**	**1**	**1**	**0**	Restructure position
	0110- Economist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
		14	5	4	14	0	0	0	0	3	3	3	0	0	13				
OPA	0343 - Program/Management Analyst					**0**	**0**	**0**	**3**	**1**	**2**	**0**	**0**	**0**	**6**	**1**	**1**	**0**	Restructure positions
	1001 - Web/Communications Specialist					**0**	**0**	**0**	**0**	**3**	**1**	**1**	**0**	**0**	**5**	**1**	**1**	**0**	Restructure positions
	1035 - Public Affairs Specialist					**0**	**0**	**0**	**0**	**5**	**2**	**1**	**0**	**0**	**8**	**1**	**1**	**0**	Restructure positions
	0301 - Communications Specialist					**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	1084 - Visual Information Specialist					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	1060 - Photographer					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
	2210 - Information Technology Specialist					**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**1**	**1**	**1**	**0**	Restructure position
		33	10	7	32	0	0	0	3	12	3	3	0	0	23				
		339	74	75	298	1	3	4	20	51	36	23	1	2	152	64	63	1	

Office of the Administrator (AO) VERA/VSIP Business Case

Business Case

The Office of the Administrator's (AO) rational / strategic approach to meet the challenges presented by the federal directive to Reshape the Workforce, while ensuring that we can advance the Agency / Administrator's goals and priorities now and beyond the FY 2018 targeted reductions include requesting VERA/VSIP authority. The Office of the Administrator over the course of many years has become one of the most highly graded organizations in the agency. Given federal directives and budget realities it is clear that we must change and "right grade" our workforce. 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 given the potential for draconian workforce shaping initiatives based on possible FTE reductions in the FY18 budget, it is prudent to maximize this tool with in each offices' ability to cover losses for a period of time. Additionally, 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 we targeted.
2. Restructure, reduce and rebalance the current top-heavy, non-supervisory GS-14/15 grades in order to create backfill 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 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

The attached spreadsheet identifies specific positions to be restructured. Overall we have targeted 152 positions of 339 positions. (339 does not include political appointees) Of the targeted positions, 110 of the 152 are GS-13 or higher all non-supervisory. We intend to offer VERA/VSIP to restructure a maximum of 64 positions in AO. All positions, with the exception of one SL level position which will be eliminated that are offered VERA/VSIP 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 PC&B 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. Again, and we cannot emphasize this enough, 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.

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Office of the Administrator (AO) VERA/VSIP Business Case

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 64.

VSIP-Specific Information

The attached 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 64. 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 the 64 offers will be accepted. The attached spreadsheet identifies the details of the specific positions to be offered VERA and restructured. Within AO all the positions offered VERA/VSIP are to be restructured, primarily at a lower grade level expect 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 position to decrease in total of the overall non-supervisory GS-14/15 positions.

Budget Information

Table A – Direct Costs for VERA/VSIP	
# of Targeted Positions for VSIP x $25,000	$ Amount $ 1,600,0000
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 64 of Targeted Positions}	$ Amount $ 984,422
Total Maximum Direct Costs	$ Sum $ 2,584,422

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$ 70,252,000	$ 70,252,000
B. VERA/ VSIP Payout Cost	$ 1,600,000	
C. Leave Payout Cost	$ 984,422	
D. Post VERA/VSIP Annual Payroll Cost	$ 61, 720,339	$65,438,323
E. Payroll for # New Hires **(GS 7,9,11) $28.35 x 240 x 64 of Targeted Positions**	$ 3,714,984	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	**$ 2,232,255**	
G. Pre-VERA/VSIP Annual WCF Cost	$ 5,356,966	
H. Post VERA/VSIP Annual WCF Cost	$ 5,056,966	
I. WCF for # New Hires	$ 312,956	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 5,324	$ 5,324
Projected Savings with VERA/VSIP (F + J)	**$ 2,237,579**	**$4,819.001 (A-D+J)**

ED_001372_00005628-00002

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 5/24/2017 6:24:37 PM
To: Willig, Jeanine [willig.jeanine@epa.gov]; Kuhns, Jason [kuhns.jason@epa.gov]
CC: Loretta Hunt [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]
Subject: FW: V-V Themes/Appropriations Spreadsheet Updated 5/23 to Include the Two GS-905 Offers
Attachments: Region 2's V-V Themes-Appropriations Spreadsheet.xlsx

Please update spreadsheet… FYI—we expect at least three more updates so let's keep this chart current and plan to get an update up the chain by the end of the week.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

****

From: Manna, Richard
Sent: Wednesday, May 24, 2017 7:42 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Pace, Donald <Pace.Donald@epa.gov>
Subject: V-V Themes/Appropriations Spreadsheet Updated 5/23 to Include the Two GS-905 Offers

Good Morning!!

Attached please find our updated spreadsheet which includes two attorney positions which were not a part of our submission of last week. The number of targeted positions for Region 2 is now 104 and the max number of offers is now 30.

Please let Don or I know if you have questions.

Rich

Region 2

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)													0	0		
Consolidate or reduce administrative or support functions		0	5	5			8	8			2	2	15	15		
Restructure or reduce highly graded supervisory and non-supervisory positions		0	54	5		0	10	2		0	16	2	80	9		
Restructure to focus on core business functions (administrative support)													0	0		
Restructure to focus on STEM/programmatic priorities													0	0		
Consolidate and streamline functions/activities/reduce number of programs		0	9	6		0		0		0			9	6		
Total	0	0	68	16	0	0	18	10	0	0	18	4	104	30		

Row Labels	Sum of Max # of Offers
Theme #3: Highly Graded	***7***
EPM	4
Multiple	3
Theme #6: Streamline Functions Activities	***8***
EPM	8
Theme #2: Admin\Support	***16***
EPM	6
Multiple	2
SF	8
Grand Total	***31***

Maximum Number of Offers (Draft)

Division
CASD
CASD
CASD
CWD
CWD
DECA
DESA
DESA
DESA
PAD
DECA
ORC
ORC
ORA
ORC
CASD
CASD
DECA
DECA
ERRD
OPM
ORC
CASD

Theme #2 – Consolidate or Reduce Administrative or Support Functions

Theme #3 – Restructure or reduce highly-graded supervisory and non-supervisory positions.

Theme #6 – Consolidate and streamline functions/activities/reduce number of programs

Branch	Likely # of Positions	Max # of Offers	Grade	Fund/ Appropriation	Potential Empl	FTE
APB	1	1	GS 14	EPM	Linky	1
APB	1	1	GS 13	EPM		1
SMPB	1	1	GS 13	EPM		1
CWRB	1	1	GS 13	EPM		1
DWMIB	1	1	GS 13	EPM		1
WCB	3	3	GS 13	EPM		3
LB	1	1	GS 13	Multiple		1
MAB	1	1	GS 13	Multiple		1
HWSB	1	1	GS 13	EPM		1
ICAB	1	1	GS 13	Multiple	Shore	1
WCB	1	1	GS 12	EPM		1
NJSB	3	3	GS 12	SF		3
NYSB	2	2	GS 12	SF		2
	1	1	GS 09	Multiple	Soltani	1
IO	1	1	GS 09	EPM	Maples	1
RIAB	1	1	GS 07	EPM		1
HWPB	1	1	GS 06	EPM		1
RCB	1	1	GS 06	EPM		1
WCB	1	1	GS 06	EPM		1
NJRB	2	2	GS 06	SF		2
FMB	1	1	GS 06	Multiple		1
NJSB	1	1	GS 06	SF		1
HWPB	1	1	GS 04	EPM	D'Onofrio	0.6
	29	**29**				**28.6**

Theme	*Comments*
Theme #3: Highly Graded	
Theme #3: Highly Graded	interdisc
Theme #3: Highly Graded	interdisc
Theme #6: Streamline Functions Activities	aquatic biologist
Theme #6: Streamline Functions Activities	env eng -- construction grants
Theme #6: Streamline Functions Activities	interdisc -- UIC
Theme #3: Highly Graded	interdisc
Theme #3: Highly Graded	interdisc
Theme #3: Highly Graded	interdisc
Theme #3: Highly Graded	congressional & intergovernmental relations spec
Theme #6: Streamline Functions Activities	0-2 (most likely 1) in DECA/WCB (could be FT, PT 0.8 FTE, or PT 0.4 FTE),
Theme #2: Admin\Support	paralegals
Theme #2: Admin\Support	paralegals
Theme #2: Admin\Support	secretary to chief of staff
Theme #2: Admin\Support	legal instruments examiner
Theme #2: Admin\Support	branch secretary
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office assistants
Theme #2: Admin\Support	office automation clerk

GS-14 – 1 positions in CASD/APB (Linky)
1 in CASD/APB,
1 in CASD/SMPB,
1 in CWD/CWRB (M. Chang),
1 in CWD/DWMIB (D. Durack),
2-4 (most likely 3) in DECA/WCB,
3 in DESA (1 per branch),
3 in DESA (1 per branch),
3 in DESA (1 per branch),

1 in PAD/ICAB (Shore)

0-2 (most likely 1) in DECA/WCB

3 in ORC/NJSB, and
2 in ORC/NYSB
1 in ORA (Soltani), and
1 in ORC/IO (Maples)
1 in CASD/RIAB,
1 in CASD/HWPB,
1 in DECA/RCB,
1 in DECA/WCB,
2 in ERRD/NJRB,
~~0-1~~ 1in OPM/FMB, and
~~0-1~~ 1in ORC/NJSB
GS-4 – 1 in CASD/HWPB (0.6 FTE employee – D'Onofrio)

Total: ~~27 to 30~~ 29 offers

FUND
EPM
SF
LUST
OIL
Multiple

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

AO

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA

OLEM
ORD
OW
Region 2
Region 4
Region 6
Region 8

Region 10

Office of Water

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			77	6			
Restructure or reduce highly graded supervisory and non-supervisory positions			88	7			
Restructure to focus on core business functions (administrative support)							
Restructure to focus on STEM/programmatic priorities			131	10			
Consolidate and streamline functions/activities/reduce number of programs			97	7			
Total	0	0	393	30	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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		
					77	6	13.3%	
					88	7	15.2%	
					0	0		
					131	10	22.6%	
					97	7	16.7%	
0	0	0	0	0	393	30	67.8%	

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA
OLEM
ORD

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

AO

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA

OLEM
ORD
OW
Region 2
Region 4
Region 6
Region 8

Region 10

VERA/VSIP Business Case Checklist

Region or Program Office: _Office of Chemical Safety and Pollution Prevention_(OCSPP)_

OCSPP is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 (FTEs). OCSPP plans to offer both VSIP/VERA together and will not offer VSIP only except for series GS-0303.

- Reduce the number of GS-0303 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., Govtrip, 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 positons. One is in the Office of Pollution Prevention and Toxics (OPPT) (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs (OPP) in Arlington, VA (GS-7, GS-8). All offers would be accepted.

- Reduce and restructure the work of non-supervisory GS-0301-13 Miscellaneous Administration and Program Series positions in the OCSPP IO (org. M0000000) 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 positon. The IO (org. M0000000) has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.

- Restructure the supervisory framework of the implementation office of the recently amended Toxics Substances Control Act (TSCA) to realign the functions to better meet the new mandates and responsibilities of this new legislation, enacted in June 2016. This assumes no net change to FTE allocation but rather better alignment and consolidation to ensure technical strength and efficiencies in implementing new TSCA. OPPT will reduce and consolidate some supervisory and management positions by reorganizing to have fewer, consolidated organizational units and by shifting more FTE to the technical work of implementation. OPPT is considering consolidation of IT and business infrastructure and support functions as well as realignment of technical and chemical management functions to address the new mandates of TSCA. OPPT also expects some of the current SES and GS-15 supervisory positions would need to be filled but with different skill sets. Positions may be filled on a temporary basis pending organizational review. This approach will allow OPPT to address its changing priorities. OPPT has 6 SES in Washington, DC currently eligible for retirement or early retirement. Up to 4 offers would be accepted. OPPT has 19 non-SES supervisors in Washington, DC eligible for retirement or early retirement. Up to 15 offers would be accepted (5 of 9 offers for 0028 EPS would be accepted and all offers would be accepted for other series). An

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

organization chart has not been included for this because OPPT has not yet finalized the new organizational structure.

OPPT	Number of Offers Accepted	Series Included	Location
SES	4	0340	Washington, DC
Non-SES supervisors	19	0401, 0690, 0028, 0893, 0343, 0301, 1320, 0819	Washington, DC

- 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 41 offers would be accepted across many series (1 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.

OCSPP Office	Number of Offers Accepted	Series Included	Location
IO	1	1035, 0301, 0343, 0905, 0501	Washington, DC
OSCP	3	0343, 1320, 0415	Washington, DC
OPP	15	0301, 0343, 0401, 0028, 1001, 1320, 1301, 0601	All in Arlington, VA except 1 0028 in Chicago, IL and 1 0401 in Ft. Meade, MD
OPPT	22	0301, 0819, 0415, 0028, 0110, 0905, 1320	Washington, DC
Total	41	--	--

- 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 reduce 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

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

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 0401 Interdisciplinary. 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).

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	$1,625,000 (65 x $25,000)
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}	$1,037,244 ($66.49 x 240 x 65)
Total Maximum Direct Costs	$ 2,662,244

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$8,989,435	
B. VERA/ VSIP Payout Cost	$1,625,000	
C. Leave Payout Cost	$1,037,244	
D. Post VERA/VSIP Annual Payroll Cost	0	
E. Payroll for # New Hires	$4,148,970	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,178,221	
G. Pre-VERA/VSIP Annual WCF Cost	$453,570	
H. Post VERA/VSIP Annual WCF Cost	0	
I. WCF for # New Hires	$209,340	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$244,230	
Projected Savings with VERA/VSIP (F + J)	$2,422,451	

A. Fully loaded GS-13/5 ($138,299 x 65) – Note we used the maximum offers here as opposed to the targeted positions
B. $25,000 x 65
C. Average hourly for GS-13/5 x 240 hours x 65 staff ($66.49 x 240 x 65)
D. Zero in anticipation of all 67 staff taking buyout thus alleviating the need to pay them.
E. Assumes hiring of 30 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.
G. Average WCF cost per employee ($6978 x 65)
H. Zero in anticipation of all 65 staff taking buyout thus alleviating the need to pay their WCF.
I. Assumes hiring of 30 new staff at yearly WCF cost of $6,978 per employee.
J. See calculation formula above.
K. See calculation formula above.

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

	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														
10														
1														
1														
5														
1														
2														
1														
1														
32														
1														
23														
1														
3														
1														
1														
1														
1														
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
1														
1														
2														
2														
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3														
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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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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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
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1														
1														
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3														
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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														
4														
2														
12														
71														
3														
2														
1														
8														
59														
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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**

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1														
3														
6														
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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														
2														
7														
2														
1														
1														
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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		

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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**

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12														
3														
1														
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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
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							3			3			
1													
1													
15													
99							21			21			
26					2		8			10			
1			1							1		0	1
1													
1													
9								6		6		4	
2													
42							5			5			
21							1			1			

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 one offer 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. OPPT has a sup and will also accep

12 - non sup (All OPPT); 9 sup (oppt). OPPT will accept up to 5 sups and 12 non sups.

6 - non sup (2 are IO/4 are OPPT). IO will accept one offer from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501

1 - OPPT

All OPPT - The number to restructure and eliminate is unclear at this point. Discussions as to how to restructure OPPT are

2 - non sup (1 is IO/1 is OSCP). OSCP will accept one offer. IO will accept one offer from the 6 non-sup 15s- either in 1035,

1 - sup/OPPT. OPPT wll accept up to 1 sup.

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							1			1			
4							2			2			
12							1			1			
6							2			2			
3													
876	0	2	1	0	2	0	78	6	0	89	65***	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 one offer from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501.
1 - sup/OPPT. OPPT will accept up to 1 sup.
1 - non sup/OPPT; 1 sup OPPT. OPPT will accept one sup and one non sup.
1 - sup/OPPT. OPPT will accept up to 1 sup.
2 - non sup (1 is IO/1 is OPPT). IO will accept one offer from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501. O

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

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														

Region 2

Table A – Direct Costs for VERA/VSIP	
# of 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 based on the average grade and step of the targeted pool x 240 x # of Targeted Positions} *	$ 506,928
Total Maximum Direct Costs	**$ 1,256,928**

Notes:

* Annual leave payouts based on 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	$ 750,000	$ -
C. Leave Payout Cost	$ 506,928	$ -
D. Post VERA/VSIP Annual Payroll Cost	$ 118,030,977	$ 120,675,485
E. Payroll for # New Hires **	$ 577,588.44	$ 1,155,177
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 2,640,988	$ 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 # New Hires	$ 60,000	$ 60,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 60,000	$ 60,000
Projected Savings with VERA/VSIP (F + J)	$ 2,700,988	$ 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 positions 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.

Region 2's VERA/VSIP Business Case Narrative

Region 2 proposes to extend a maximum of 30 VERA/VSIP offers, up to 27 to employees with a New York, NY (NYC) 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.

Consolidate and streamline functions/activities/reduce number of programs: One offer will be extended to a GS-819-13 in CWD/DWMIB/SRFS who specializes in construction grants, as that program is being phased out across the agency. One offer will be extended to a GS-401-13 aquatic biologist in CWD/CWRB/NS who specializes in CWA 301(h), 403(c), and 316(a&b) as much of that work has migrated to CEPD, situated in Puerto Rico. Four offers will be extended to the group of seven GS-12s and 13s, in multiple series and with multiple titles, in DECA/WCB whose work focuses on the Underground Injection Control program. That program has achieved efficiencies by extending permit terms to ten years, effectively targeting inspections, and developing expedited penalty actions. The group of seven UIC employees are identified by name in the comments column of the targeted positions template. The positions described in this paragraph all have a duty station of NYC. To the extent that offers are accepted, the positions will be restructured to support functions/activities within CWD and DECA other than construction grants, CWA 301(h)/403(c)/316(a&b), or UIC. This will entail a far greater than 25% change in responsibilities and may also involve changes in series and full-performance levels.

Restructure or reduce highly-graded supervisory or non-supervisory positions: One offer will be extended to the sole GS-028-14 in CASD/APB. One offer per branch will be extended to the GS-13s across occupational series in CASD/APB, CASD/SMPB, DESA/HWSB, DESA/Lab, and DESA/MAB. A majority of the positions in these branches are at the GS-13 level; we seek to establish a more balanced grade/experience distribution. The grade-controlling responsibilities of those who separate will be distributed among other GS-13s in the respective branches. At such point as external hiring becomes feasible, we will use the vacated FTEs to recruit at the entry level for full-performance level GS-12 positions. Two offers will be extended to the 14 attorneys throughout ORC who hold GS-15 positions titled General Attorney or Attorney-Adviser. The target pool does not include GS-905-15s who are supervisors or team leaders. Subject to ability to hire externally, we will use the vacated FTEs to recruit at or near the entry level for full-performance level GS-14 positions. As with the positions described earlier in this paragraph, this will result in a more balanced and efficient grade distribution as well as the introduction of fresh perspectives. An offer will be extended to the sole GS-301-13 congressional and intergovernmental relations specialist in PAD. If that position is vacated and we are able to utilize the FTE, we intend to hire at the entry level for a full-performance level GS-1035-12 public affairs specialist (the predominant occupation in PAD, and one that affords greater assignment flexibility). The duty station of the CASD, ORC, and PAD positions is NYC. The duty station of the DESA positions is Edison, NJ.

Consolidate or Reduce Administrative or Support Functions: Offers will be extended to all five of the paralegal specialists in ORC; their duty station is NYC. The need for paralegal support has diminished, as there is now more emphasis on document production and file management

and less on legal research. An offer will be extended to ORC's sole GS-963-9 legal instruments examiner, the duty station for which is NYC. That position functions as regional hearing clerk; increased centralization in DC of these responsibilities, coupled with a move to electronic filing, diminishes the need for this position. In CASD/RIAB, an offer will be extended to the GS-318-7 branch secretary, the duty station for which is NYC; the size of the branch has diminished considerably and it no longer requires its own secretary. Offers will be extended to all seven of the GS-303-6 office assistants with a NYC duty station. All of these positions are situated in branches with a GS-318-7 secretary; the administrative support workload is not such that two individuals in a branch are required. This is especially the case now that travel coordination and processing for the region has been centralized in finance. In CASD/HWPB, an offer will be extended to the region's sole GS-326-4 office automation clerk; this is a part-time position with a NYC duty station. The office automation clerk is situated in a branch with a GS-6 office assistant (who is also being extended an offer, as described above) and a GS-7 secretary.

R2 has a total of 783 non-temporary employees. Of these, 219 will, as of 9/30/17, be eligible for early retirement according to a spreadsheet provided to us by the RTP HR Shared Service Center. This number does not include the 200 who are already eligible for regular retirement. Since quite a large portion of R2's workforce (over 28%) is eligible for VERA but not regular retirement, it is important that we offer VERA rather than VSIP alone. Our estimate of the number of employees expected to take early retirement is eight to 10. This assumes that 1) a majority but not all of our 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. The maximum number of VSIPs to be offered is 30; the maximum amount per VSIP is $25,000.

Twenty-seven of our offers would be for NYC positions; three would be for Edison, NJ positions; none would be for positions in R2's remaining duty stations. One hundred and four employees are holding positions targeted to receive offers; 72 in NYC and 32 in Edison, NJ. We are opting not to identify any positions in the offer pool as "safe."

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 backfilled 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.

Region 2	Division	Branch	Section	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
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										9					9	1	1		Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
multi-series - all GS-13s in branch;regardless of sub-organization, includes GS-401,1301, and 1320.	DESA	Lab										9					9	1	1		Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
multi-series - all GS-13s in branch;regardless of sub-organization, includes GS-401,819, 1301, and 1350.	DESA	MAB										14					14	1	1		Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
1301-General Physical Science				66	15	29	63														Note: multi-series clusters include multiple GS-1301-13s.
1320-Chemistry				19	6	3	16														Note: Multi-series clusters include multiple GS-1320-13s.
1350-Geology				1		1	1														Note: DESA/MAB multi-series cluster includes a GS-1350-13.
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														Note: DESA/MAB multi-series cluster includes several GS-819-13s.
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													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									18				18	1	1			Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
multi-series - all GS-13s in branch;regardless of sub-organization, Includes GS-028, 401, 819, and 1301.	CASD	SMPB									14				14	1	1			Backfill with full-performance level (FPL) of GS-12 (at entry level if external).
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							3	4				7	4	4			Positions will be restructured to support functions other than UIC (>25% change in duties); changes to series and FPLs are also possible. The PDs of the UIC group are not all current, so to differentiate them from other staff in DECA/WCB/GCS, here is the list: GS-13s: Frank Brock, Robert Ferri, Charles Hillenbrand, and Luis Rodriguez. GS-12s: Norma Ortega, Lisa Pelcyger (P/T), and Nancy Schlotter (P/T).
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													Note: Multi-series clusters include multiple GS-1301-13s.
1306-Health Physics				2	1		2													
1315-Hydrology				4	3		4													
1320-Chemistry				1	1		1													Note: CASD/APB multi-series cluster includes a GS-1320-13.
1350-Geology				15	9	2	14													Note: DECA/WCB multi-series cluster includes several GS-1350-13s.
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													Note: CASD/SMB multi-series cluster includes several GS-028-13s.

28 subset - Environmental Protection Specialist	CASD	APB	APS									1			1	1	1		Backfill with lower FPL (and probably different series).
301-Miscellaneous Administration and Program				4	3		4												
301 subset - Congressional & Intergov. Relations Spec.	PAD	ICAB									1				1	1	1		Backfill with different series and lower FPL.
303-Miscellaneous Clerk and Assistant				12	2	8	12		7						7	7		7	All seven GS-6 NYC office assistants are targeted; for one incumbent, V/V eligibility may be in question.
306-Government Information Specialist				3		2	2												
308-Records Management				2		1	1												
318-Secretary				26	3	14	26												
318 subset - Secretary	CASD	RIAB							1						1	1		1	
326-Office Automation Clerical and Assistance	CASD	HWPB		1	1		1	1							1	1		1	Employee is part-time.
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												Note: CASD/SMB multi-series cluster includes several GS-401-13s.
401 subset - Aquatic Biologist	CWD	CWRB	NS								1				1	1	1		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.
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												Note: Multi-series clusters include multiple GS-819-13s.
819 subset - Environmental Engineering	CWD	DWMIB	SRF								1				1	1	1		Position will be restructured to support functions other than construction grants (>25% change in duties). A reduction in FPL is also likely.
901-General Legal and Kindred Administration				1			1												

905-General Attorney	ORC			76	30	17	71							14			14	2	2		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.
950-Paralegal Specialist				5	3	2	5				5						5	5		5	
963-Legal Instruments Examining	ORC	IO		1		1	1			1							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	8	1	8	71	1	14	0	0	104	30	15	15	

OCSPP

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazar Subst Super
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)							
Consolidate or reduce administrative or support functions			7	5			
Restructure or reduce highly graded supervisory and non-supervisory positions			84	61			
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	91	66	0	0	0

dous ance fund	Leaking Underground Storage Tanks		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
					0	0	
					7	5	0.50%
					84	61	6.10%
					0	0	
					0	0	
					0	0	
0	0	0	0	0	91	66	

Comments
Includes series 0303 and some in series 0301. Targeted positions do not include those eligible for VSIP only.
Includes non-supervisory GS-15s, some supervisory GS-15s, some SES. Targeted positions do not include those eligible for VSIP only.

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA
OLEM
ORD

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

AO

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA

OLEM
ORD
OW
Region 2
Region 4
Region 6
Region 8

Region 10

	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.

Region 7	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
COLUMBUS,KANSAS	**1**	**0**	**0**	**1**										0				
401-General Natural Resources Management and Biological Sciences	1			1					0					0				
DES MOINES,IOWA	**1**	**1**	**0**	**1**										0				
819-Environmental Engineering	1	1		1					1					1				
FENTON,MISSOURI	**3**	**0**	**0**	**3**										0				
1301-General Physical Science	2			2					0					0				
28-Environmental Protection Specialist	1			1			0							0				
KANSAS CITY,KANSAS	**52**	**12**	**9**	**46**										0				
1301-General Physical Science	14	3	3	12					5		1			6				
1320-Chemistry	17	4	2	16				1	2	1	2			6				
2210-Information Technology Management	1		1	1										0				
28-Environmental Protection Specialist	4	1	1	4				2						2				
318-Secretary	1													0				
343-Management and Program Analysis	1	1		1					1					1				
401-General Natural Resources Management and Biological Sciences	7	1		6					1					1				
690-Industrial Hygiene	1	1		1					1					1				
819-Environmental Engineering	6	1	2	5					3					3				
KANSAS CITY,MISSOURI	**6**	**1**	**0**	**6**										0				
1301-General Physical Science	4			4										0				
343-Management and Program Analysis	1	1		1					1					1				
819-Environmental Engineering	1			1										0				
LENEXA,KANSAS	**435**	**61**	**101**	**383**										0				
1035-Public Affairs	11	2	2	10					2		1			3				
1084-Visual Information	2		1	2				1						1				
1101-General Business and Industry	2	1		2					1					1				
1102-Contracting	10	1	1	10										0				
1109-Grants Management	6	3		6										0				
1160-Financial Analysis	1		1	1					1					1				
1301-General Physical Science	102	10	21	89					21	4	6			31				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.
1340-Meteorology	1													0				
1350-Geology	3			2										0				
1410-Librarian	1	1		1			1							1				
2001-General Supply	1			1										0				
2005-Supply Clerical and Technician	1	1		1		1								1				
201-Human Resources Management	4		3	4					2		1			3				
20-Community Planning	2			1										0				
2210-Information Technology Management	9	2		6										0				
260-Equal Employment Opportunity	1			1										0				
28-Environmental Protection Specialist	43	5	13	39				7	7	2	2			18				
301-Miscellaneous Administration and Program	6	2		6			1				0			1				
306-Government Information Specialist	3	2		3			2							2				
308-Records Management	2		1	2					1					1				
318-Secretary	15	1	2	15			3							3				
326-Office Automation Clerical and Assistance	1			1										0				
340-Program Management	7	1	3	7						1	3			4				
340-Program Management	5	1	4	5														
342-Support Services Administration	2		2	2				1		1				2				
343-Management and Program Analysis	29	3	4	27				3	4					7				
401-General Natural Resources Management and Biological Sciences	33	2	1	23					1	1	1			3				
408-Ecology	3		1	3					1					1				
415-Toxicology	1			1										0				
501-Financial Administration and Program	3			2										0				
503-Financial Clerical and Assistance	2		1	2		1								1				
505-Financial Management	1		1	1							1			1				
510-Accounting	4		1	4										0				
511-Auditing	1		1	1										0				
560-Budget Analysis	1			1										0				
690-Industrial Hygiene	1			1										0				
801-General Engineering	1		1	1										0				
808-Architecture	1	1		1					1					1				
80-Security Administration	1			1										0				

819-Environmental Engineering	63	14	25	53				1	28	6	4			39				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.
840-Nuclear Engineering	2			2										0				
905-General Attorney	41	8	9	36						10	7			17				
905-General Attorney	1		1	1														
950-Paralegal Specialist	5		1	5				1						1				
NORWOOD,OHIO	**1**	**0**	**1**	**1**										0				
560-Budget Analysis	1		1	1						1				1				
SHALIMAR,FLORIDA	**1**	**0**	**0**	**1**										0				
510-Accounting	1			1										0				
WEBB CITY,MISSOURI	**1**	**0**	**1**	**1**										0				
1301-General Physical Science	1		1	1					1					1				
Grand Total	**501**	**75**	**112**	**443**	0	2	7	17	86	27	29	0	0	168	* 45	** 45	0	

* 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 are accepted.

SAFE POSITIONS -- Six positions are identified as safe positions. See comments in occupational series 1301 and 819 above. Maximum of 2 RPM/OSC position offers will be approved in total in 1301 and 819.

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	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				

VERA/VSIP Business Case Checklist

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 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.

Table A – Direct Costs for VERA/VSIP	
26 of Targeted Positions for VSIP x $25,000	$ 650,000
Annual Leave Pay Out for 26 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 26 Targeted Positions}	$ 400,563
Total Maximum Direct Costs	$1,050,563

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$129,607,885	$133,359,037
B. VERA/ VSIP Payout Cost	$650,000	
C. Leave Payout Cost	$400,563	
D. Post VERA/VSIP Annual Payroll Cost	$125,967,885	$129,613,687
E. Payroll for 15 New Hires	$884,820	$1,813,881
F. Payroll Savings for 26 VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$1,704,617	$1,931,469
G. Pre-VERA/VSIP Annual WCF Cost	$4,059,000	$4,059,000
H. Post VERA/VSIP Annual WCF Cost	$3,942,000	$3,942,000
I. WCF for 15 New Hires	$33,750	$67,500
J. WCF Savings for 26 VERA/VSIP Targeted Positions (J = G – H – I)	$83,250	$49,500
Projected Savings with VERA/VSIP (F + J)	$1,787,867	$1,980,969

	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**														
0344-Management and Program Clerical Assistance; and 0029-Environmental Protection Assistant, Grades GS-7/8						3								3	1		1	Eliminate 1 GS-0029-08 or GS-0344-07 (OSRR). 1 V/V offer limited to GS-0344-0029-7/8, to all OSRR employees.
0819-Environmental Engineer; and 0028-Environmental Protection Specialist, Grades GS-13									7					7	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 Branch only.
0819-Environmental Engineer; and 0028-Environmental Protection Specialist, Grades GS-14										4				4	1	1		Restructure 1 GS-0819/0028-13 (OES). 1 V/V offer limited to GS-0819/0028-14, Technical Enforcement Branch.
0819-Environmental Engineer; 0028-Environmental Protection Specialist; 1301-Physical Scientist; and 0401-Life/Biological Scientis, Grades GS-13									22					22	2	2		Restructure 2 GS-12 0819/1301/0401/0028 (OES). - 2 V/V offers limited GS-12's in four series: 0819/1301/0401/0028, in Technical Enforcement Branch.
0819-Environmental Engineer; 0028-Environmental Protection Specialist; 1301-Physical Scientist; and 0401-Life/Biological Scientist, Grades GS-12								6						6	1		1	Eliminate 1 GS-12 0819/1301/0401/0028 (OES). 1 V/V offer limited GS- 12's in four series: 0819/1301/0401/0028, Technical Enforcement Branch.

0819-Environmental Engineer; 1301-Physical Scientist, Grades GS-13									19					19	2	2		Restructure 2 GS-0819/1301-12 (OSRR). 2 V/V offers limited GS-0819/1301-13, to Remediation and Restoration Branch 2 - Brownfields, RCRA Corrective Action, RCRA Waste Management Sections Only.
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		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.
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					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	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)
260-Equal Employment Opportunity	1			1														
28-Environmental Protection Specialist	85	22	39	84				1	2	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.
0028-Environmental Protection Specialist (RPM)									2					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.
0028-Supervisory Environmental Protection Specialist										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.
29-Environmental Protection Assistant	8	2	5	8		3								3	1		1	Eliminate 1 GS-0029-08, (OEP). 1 V/V offer limited to GS-0029-08, to all OEP employees.

301-Miscellaneous Administration and Program	9	2	3	9					1					1	1	1		Restructure 1 GS-0028-12 (OEP). 1 V/V offer limited to GS-0301-13, Grants, Tribal & Municipal Assistance Branch.
303-Miscellaneous Clerk and Assistant	2	1		2	1									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								1	1		1	Eliminate 1 GS-0304-07 (ORA). 1 V/V offer limited GS-0304-07, Public Affairs Unit.
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						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.
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					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.
499-Biological Science Student Trainee	9			2														
501-Financial Administration and Program	9		3	8				2						2	1	1		Restructure 1 GS-0501-11 (OARM). 1 V/V offer limited GS-0501-12 in Comptrollers Office.
510-Accounting	3		1	3														

525-Accounting Technician	1		1	1			1							1	1		1	Eliminate 1 GS-0525-09 (OARM). 1 V/V offer limited to GS-0525-09 in Comptrollers Office.
560-Budget Analysis	4	2	2	4														
80-Security Administration	1			1														
819-Environmental Engineering	121	29	56	116					1					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 Enforcment Support Section only.
899-Engineering and Architecture Student Trainee	2																	
905-General Attorney	54	17	17	53							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		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
1320-Chemistry	16	5	6	14					9					9	1	1		Restructure 1 GS-1320-12 (OEME). 1 V/V offer limited to all OEME GS-1320-13 employees.
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	10	10	0		112	36	25	11	

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														
ANNAPOLIS,MARYLAND	**21**	**6**	**6**	**20**														
1035-Public Affairs	1																	
1301-General Physical Science	5	1	3	5														
28-Environmental Protection Specialist	9	1	3	9														
318-Secretary	1	1		1														
340-Program Management	2	2		2														
341-Administrative Officer	1			1														
343-Management and Program Analysis	1	1		1														
819-Environmental Engineering	1			1														
BLUEMONT,VIRGINIA	**1**			**1**														
819-Environmental Engineering	1			1														
CHARLESTON,WEST VIRGINIA	**2**			**2**														
301-Miscellaneous Administration and Program	1			1														
905-General Attorney	1			1														
FORT MEADE,MARYLAND	**45**	**11**	**9**	**38**														
1301-General Physical Science	16	5	4	16														
1320-Chemistry	15	3	3	11														
1399-Physical Science Student Trainee	1			1														
18-Safety and Occupational Health Management	1																	
2210-Information Technology Management	1			1														
301-Miscellaneous Administration and Program	2		1	1														
342-Support Services Administration	1			1														
401-General Natural Resources Management and Biological Sciences	4	1		3														
819-Environmental Engineering	3	2		3														
905-General Attorney	1		1	1														
HERNDON,VIRGINIA	**1**		**1**	**1**														
905-General Attorney	1		1	1														
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**	**643**														
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
18-Safety and Occupational Health Management	1			1
201-Human Resources Management	12	3	1	10
2210-Information Technology Management	19	7	5	19
2299-Information Technology Student Trainee	2			
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	89	29	43	88
299-Human Resources Management Student Trainee	1			1
29-Environmental Protection Assistant	1		1	1
301-Miscellaneous Administration and Program	13	2	6	13
303-Miscellaneous Clerk and Assistant	9	1		9
306-Government Information Specialist	1		1	1
308-Records Management	1			1
318-Secretary	18	3	9	18
326-Office Automation Clerical and Assistance	2	2		2
340-Program Management	10	4	5	10
342-Support Services Administration	4	1	3	4
343-Management and Program Analysis	19	4	3	16
350-Equipment Operator	1	1		1
401-General Natural Resources Management and Biological Sciences	75	5	4	42
408-Ecology	3	1	1	3
414-Entomology	1			1
415-Toxicology	9	3	5	9
457-Soil Conservation	1	1		1
499-Biological Science Student Trainee	4			
501-Financial Administration and Program	6	4	2	6
505-Financial Management	1	1		1
510-Accounting	8	1	4	7
525-Accounting Technician	1			1
560-Budget Analysis	1	1		1

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

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

VERA/VSIP Business Case Checklist

Region or Program Office: _Office of Chemical Safety and Pollution Prevention_(OCSPP)_

OCSPP is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 (FTEs). OCSPP plans to offer both VSIP/VERA together and will not offer VSIP only except for series GS-0303.

- Reduce the number of GS-0303 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., Govtrip, 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 positons. One is in the Office of Pollution Prevention and Toxics (OPPT) (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs (OPP) in Arlington, VA (GS-7, GS-8). All offers would be accepted.

- Reduce and restructure the work of non-supervisory GS-0301-13 Miscellaneous Administration and Program Series positions in the OCSPP IO (org. M0000000) 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 positon. The IO (org. M0000000) has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.

- Reduce the number of GS-0301 Miscellaneous Administration and Program Series positions in OPPT's Information Management Division (IMD). 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.

- Restructure the supervisory framework of the implementation office of the recently amended TSCA to realign the functions to better meet the new mandates and responsibilities of this new legislation, enacted in June 2016. This assumes no net change to FTE allocation but rather better alignment and consolidation to ensure technical strength and efficiencies in implementing new TSCA. OPPT will reduce and consolidate some supervisory and management positions by reorganizing to have fewer, consolidated organizational units and by shifting more FTE to the technical work of implementation. OPPT is considering consolidation of IT and business infrastructure and support functions as well as

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

realignment of technical and chemical management functions to address the new mandates of TSCA. OPPT also expects some of the current SES and GS-15 supervisory positions would need to be filled but with different skill sets. Positions may be filled on a temporary basis pending organizational review. This approach will allow OPPT to address its changing priorities. OPPT has 6 SES in Washington, DC currently eligible for retirement or early retirement. Up to 4 offers would be accepted. OPPT has 19 non-SES supervisors in Washington, DC eligible for retirement or early retirement. Up to 15 offers would be accepted (5 of 9 offers for 0028 EPS would be accepted and all offers would be accepted for other series). An organization chart has not been included for this because OPPT has not yet finalized the new organizational structure.

OPPT	Number of Offers Accepted	Series Included	Location
SES	4	0340	Washington, DC
Non-SES supervisors	15	0401, 0690, 0028, 0893, 0343, 0301, 1320, 0819	Washington, DC

- 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.

OCSPP Office	Number of Offers Accepted	Series Included	Location
IO	3	1035, 0301, 0343, 0905, 0501	Washington, DC
OSCP	3	0343, 1320, 0415	Washington, DC
OPP	15	0301, 0343, 0401, 0028, 1001, 1320, 1301, 0601	All in Arlington, VA except 1 0028 in Chicago, IL and 1 0401 in Ft. Meade, MD
OPPT	22	0301, 0819, 0415, 0028, 0110, 0905, 1320	Washington, DC
Total	43	--	--

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

- 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 reduce 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 0401 Interdisciplinary. 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).

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	$1,675,000 (67 x $25,000)
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}	$1,069,159 ($66.49 x 240 x 67)
Total Maximum Direct Costs	$ 2,744,159

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$9,542,631	
B. VERA/ VSIP Payout Cost	$1,725,000	
C. Leave Payout Cost	$1,101,074	
D. Post VERA/VSIP Annual Payroll Cost	0	
E. Payroll for # New Hires	$4,148,970	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$2,567,587	
G. Pre-VERA/VSIP Annual WCF Cost	$481,482	
H. Post VERA/VSIP Annual WCF Cost	0	
I. WCF for # New Hires	$209,340	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$272,142	
Projected Savings with VERA/VSIP (F + J)	$2,839,729	

A. Fully loaded GS-13/5 ($138,299 x 69) – Note we used the maximum offers here as opposed to the targeted positions
B. $25,000 x 69

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

C. Average hourly for GS-13/5 x 240 hours x 69 staff ($66.49 x 240 x 69)
D. Zero in anticipation of all 67 staff taking buyout thus alleviating the need to pay them.
E. Assumes hiring of 30 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.
G. Average WCF cost per employee ($6978 x 69)
H. Zero in anticipation of all 65 staff taking buyout thus alleviating the need to pay their WCF.
I. Assumes hiring of 30 new staff at yearly WCF cost of $6,978 per employee.
J. See calculation formula above.
K. See calculation formula above.

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

VERA/VSIP Business Case Checklist

Region or Program Office: Office of Chemical Safety and Pollution Prevention (OCSPP)

OCSPP is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 (FTEs). OCSPP plans to offer both VSIP/VERA together and will not offer VSIP only except for series GS-0303.

- Reduce the number of GS-0303 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., Govtrip, 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 positons. One is in the Office of Pollution Prevention and Toxics (OPPT) (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs (OPP) in Arlington, VA (GS-7, GS-8). All offers would be accepted.

- Reduce and restructure the work of non-supervisory GS-0301-13 Miscellaneous Administration and Program Series positions in the OCSPP IO (org. M0000000) 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 positon. The IO (org. M0000000) has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.

- Reduce the number of GS-0301 Miscellaneous Administration and Program Series positions in OPPT's Information Management Division (IMD). 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.

- Restructure the supervisory framework of the implementation office of the recently amended ~~Toxics Substances Control Act (TSCA)~~TSCA to realign the functions to better meet the new mandates and responsibilities of this new legislation, enacted in June 2016. This assumes no net change to FTE allocation but rather better alignment and consolidation to ensure technical strength and efficiencies in implementing new TSCA. OPPT will reduce and consolidate some supervisory and management positions by reorganizing to have fewer, consolidated organizational units and by shifting more FTE to the technical work of implementation. OPPT is considering consolidation of IT and business

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* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

infrastructure and support functions as well as realignment of technical and chemical management functions to address the new mandates of TSCA. OPPT also expects some of the current SES and GS-15 supervisory positions would need to be filled but with different skill sets. Positions may be filled on a temporary basis pending organizational review. This approach will allow OPPT to address its changing priorities. OPPT has 6 SES in Washington, DC currently eligible for retirement or early retirement. Up to 4 offers would be accepted. OPPT has 19 non-SES supervisors in Washington, DC eligible for retirement or early retirement. Up to 15 offers would be accepted (5 of 9 offers for 0028 EPS would be accepted and all offers would be accepted for other series). An organization chart has not been included for this because OPPT has not yet finalized the new organizational structure.

OPPT	Number of Offers Accepted	Series Included	Location
SES	4	0340	Washington, DC
Non-SES supervisors	~~19~~15	0401, 0690, 0028, 0893, 0343, 0301, 1320, 0819	Washington, DC

- 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 4~~1~~3 offers would be accepted across many series (~~1~~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.

OCSPP Office	Number of Offers Accepted	Series Included	Location
IO	~~1~~3	1035, 0301, 0343, 0905, 0501	Washington, DC
OSCP	3	0343, 1320, 0415	Washington, DC
OPP	15	0301, 0343, 0401, 0028, 1001, 1320, 1301, 0601	All in Arlington, VA except 1 0028 in Chicago, IL and 1 0401 in Ft. Meade, MD
OPPT	22	0301, 0819, 0415, 0028, 0110, 0905, 1320	Washington, DC
Total	4~~1~~3	--	--

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

- 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 reduce 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 0401 Interdisciplinary. 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).

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	$1,6~~3~~75,000 (6~~3~~7 x $25,000)
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}	~~$1,037,244~~1,069,159 ($66.49 x 240 x 67~~5~~)
Total Maximum Direct Costs	$ ~~2,662,244~~2,744,159

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	~~$8,989,435~~9,542,631	
B. VERA/ VSIP Payout Cost	~~$1,625,000~~1,725,000	
C. Leave Payout Cost	~~$1,037,244~~1,101,074	
D. Post VERA/VSIP Annual Payroll Cost	0	
E. Payroll for # New Hires	$4,148,970	
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	~~$2,178,221~~2,567,587	
G. Pre-VERA/VSIP Annual WCF Cost	~~$453,570~~481,482	
H. Post VERA/VSIP Annual WCF Cost	0	
I. WCF for # New Hires	$209,340	
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	~~$244,230~~272,142	
Projected Savings with VERA/VSIP (F + J)	~~$2,422,451~~2,839,729	

A. Fully loaded GS-13/5 ($138,299 x ~~65~~69) – Note we used the maximum offers here as opposed to the targeted positions
B. $25,000 x 69~~5~~

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

C. Average hourly for GS-13/5 x 240 hours x 69~~5~~ staff ($66.49 x 240 x 69~~5~~)
D. Zero in anticipation of all 67 staff taking buyout thus alleviating the need to pay them.
E. Assumes hiring of 30 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.
G. Average WCF cost per employee ($6978 x 69~~5~~)
H. Zero in anticipation of all 65 staff taking buyout thus alleviating the need to pay their WCF.
I. Assumes hiring of 30 new staff at yearly WCF cost of $6,978 per employee.
J. See calculation formula above.
K. See calculation formula above.

* Data must also be captured in the Targeted Positions Template Excel spreadsheet sent to programs/regions

	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														
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57														
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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														
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14														
3														
1														
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2														
7														
56														
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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														
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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														
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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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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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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														
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3														
2														
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79														
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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														
1														
4														
18														
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4														
1														
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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**

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2														
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1														
1														
3														
6														
3														
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														
2														
7														
2														
1														
1														
2														
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2														
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37														
3														
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11														
2														

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		

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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**

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2														
12														
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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
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							3			3			
1													
1													
15													
99							21			21			
26					6		8			14			
1			1							1		0	1
1													
1													
9								6		6		4	
2													
42							5			5			
21							1			1			

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. OPPT has a sup and will also accep

12 - non sup (All OPPT); 9 sup (oppt). OPPT will accept up to 5 sups and 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

All OPPT - The number to restructure and eliminate is unclear at this point. Discussions as to how to restructure OPPT are

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

1 - sup/OPPT. OPPT wll accept up to 1 sup.

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							1			1			
4							2			2			
12							1			1			
6							2			2			
3													
876	0	2	1	0	6	0	78	6	0	93	69***	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 - sup/OPPT. OPPT will accept up to 1 sup.
1 - non sup/OPPT; 1 sup OPPT. OPPT will accept one sup and one non sup.
1 - sup/OPPT. OPPT will accept up to 1 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

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														

OLEM

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund		Leaking Underground Storage Tanks		Across Multiple Appropriations		Totals			
	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# of Max Offers	# of Targeted Positions	# 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
Delayering (increasing supervisor to staff ratio)													0	0		
Consolidate or reduce administrative or support functions			4	3			6	3					10	6		
Restructure or reduce highly graded supervisory and non-supervisory positions			173	101	1	1	28	16	5	5	9	9	216	132		
Restructure to focus on core business functions (administrative support)													0	0		
Restructure to focus on STEM/programmatic priorities							3	3					3	3		
Consolidate and streamline functions/activities/reduce number of programs			2	2			48	16					50	18		
Total	0	0	179	106	1	1	85	38	5	5	9	9	279	159		

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA
OLEM
ORD

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

AO

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA

OLEM
ORD
OW
Region 2
Region 4
Region 6
Region 8

Region 10

	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
all locations																		
	69	**22**	**12**	**59**				**3**	**33**	**11**	**12**			**59**	**5**	**3**	**2**	
1301-General Physical Science	35	9	4	29				3	12	5	9			29				
1301-General Physical Science	*25*	*6*	*4*	*19*														
1301-General Physical Science	*1*	*1*		*1*														
1301-General Physical Science	*5*	*1*		*5*														
1301-General Physical Science	*1*	*1*		*1*														
1301-General Physical Science	*1*			*1*														
1301-General Physical Science	*1*			*1*														
1301-General Physical Science	*1*			*1*														
1320-Chemistry	27	11	7	26					20	4	2			26				
1350-Geology	1	1		1					1					1				
415-Toxicology	1			1						1				1				
401-General Natural Resources Management and Biological Sciences	5	1	1	2						1	1			2				
	5	**2**	**0**	**5**					**4**	**1**				**5**	**1**		**1**	
1801-General Inspection, Investigation, and Compliance	5	2	0	5					4	1				5				
1801-General Inspection, Investigation, and Compliance	*2*	*1*		*2*														
1801-General Inspection, Investigation, and Compliance	*1*	*1*		*1*														
1801-General Inspection, Investigation, and Compliance	*1*			*1*														
1801-General Inspection, Investigation, and Compliance	*1*			*1*														
	33	**10**	**9**	**33**			**1**		**14**	**11**	**7**			**33**	**3**	**2**	**1**	
2210-Information Technology Management	33	10	9	33			1		14	11	7			33				
2210-Information Technology Management	*26*	*9*	*6*	*26*														
2210-Information Technology Management	*7*	*1*	*3*	*7*														
	69	**15**	**25**	**69**					**24**	**18**	**27**			**69**	**7**	**3**	**4**	
28-Environmental Protection Specialist	69	15	25	69					24	18	27			69				
28-Environmental Protection Specialist	*66*	*14*	*24*	*66*														
28-Environmental Protection Specialist	*1*		*1*	*1*														
28-Environmental Protection Specialist	*2*	*1*		*2*														
	58	**15**	**17**	**51**		**2**	**21**	**10**	**10**	**6**	**2**			**51**	**5**	**2**	**3**	
301-Miscellaneous Administration and Program	30	11	12	30			17	5	5	1	2			30				
301-Miscellaneous Administration and Program	*14*	*5*	*7*	*14*														
301-Miscellaneous Administration and Program	*1*			*1*														
301-Miscellaneous Administration and Program	*1*	*1*		*1*														
301-Miscellaneous Administration and Program	*1*		*1*	*1*														
301-Miscellaneous Administration and Program	*1*			*1*														
301-Miscellaneous Administration and Program	*1*			*1*														
301-Miscellaneous Administration and Program	*1*		*1*	*1*														
301-Miscellaneous Administration and Program	*1*			*1*														
301-Miscellaneous Administration and Program	*3*	*2*	*1*	*3*														
301-Miscellaneous Administration and Program	*1*			*1*														
301-Miscellaneous Administration and Program	*1*	*1*		*1*														
301-Miscellaneous Administration and Program	*1*	*1*		*1*														
301-Miscellaneous Administration and Program	*1*		*1*	*1*														
301-Miscellaneous Administration and Program	*1*	*1*		*1*														
301-Miscellaneous Administration and Program	*1*		*1*	*1*														
306-Government Information Specialist	1			1					1					1				
308-Records Management	3		1	3				1	1	1				3				
318-Secretary	2		1	2			2							2				
341-Administrative Officer	6	0	1	5			1	4						5				
341-Administrative Officer	*5*		*1*	*4*										0				
341-Administrative Officer	*1*			*1*										0				
986-Legal Assistance	1	1		1		1								1				
1601-Equipment, Facilities, and Services	1			1					1					1				
344-Management and Program Clerical and Assistance	1		1	1		1								1				
950-Paralegal Specialist	1		1	1					1					1				
1001-General Arts and Information	2			2						2				2				
1035-Public Affairs	1	1		1						1				1				
1412-Technical Information Services	1			1						1				1				
1083-Technical Writing and Editing	1	1		1					1					1				
1311-Physical Science Technician	1	1		1			1							1				
	217	**29**	**39**	**105**		**3**	**5**	**4**	**36**	**20**	**31**			**99**	**12**	**6**	**6**	
340-Program Management	11	2	5	9						2	1			3				does not include SES
340-Program Management	*7*	*0*	*0*	*0*										0				
340-Program Management	*4*		*2*	*3*										0				
343-Management and Program Analysis	102	27	34	94		3	5	4	35	18	29			94				
343-Management and Program Analysis	*96*	*24*	*33*	*88*										0				
343-Management and Program Analysis	*3*	*2*		*3*										0				
343-Management and Program Analysis	*1*	*1*		*1*										0				
343-Management and Program Analysis	*1*			*1*										0				
343-Management and Program Analysis	*1*		*1*	*1*										0				
														0				
560-Budget Analysis	1			1							1			1				
1160-Financial Analysis	1			1					1					1				
	55	**6**	**22**	**44**		**0**	**0**	**2**	**17**	**13**	**12**			**44**	**4**	**2**	**2**	
819-Environmental Engineering	32	5	17	31				2	10	9	10			31				
819-Environmental Engineering	*18*	*4*	*8*	*17*														
819-Environmental Engineering	*1*			*1*														
819-Environmental Engineering	*2*		*1*	*2*														
819-Environmental Engineering	*11*	*1*	*8*	*11*														
830-Mechanical Engineering	1			1					1					1				

893-Chemical Engineering	10	1	4	10					6	2	2			10				
893-Chemical Engineering	*2*			*2*										0				
893-Chemical Engineering	*1*			*1*										0				
893-Chemical Engineering	*1*			*1*										0				
893-Chemical Engineering	*6*	*1*	*4*	*6*										0				
1530-Statistics	1			1						1				1				
1529-Mathematical Statistics	1		1	1						1				1				
	175	**38**	**40**	**156**				**2**	**4**	**49**	**91**			**146**	**14**	**7**	**7**	
905-General Attorney	175	38	40	156				2	4	49	91			146				does not include SES
905-General Attorney	*164*	*33*	*33*	*66*														
905-General Attorney	*1*			*1*														
905-General Attorney	*1*			*1*														
905-General Attorney	*1*	*1*		*1*														
905-General Attorney	*5*	*1*	*1*	*5*														
905-General Attorney	*3*			*3*														
Grand Total	**681**	**137**	**164**	**522**		**5**	**27**	**21**	**142**	**129**	**182**			**506**	**50**	**25**	**25**	

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														
ANNAPOLIS,MARYLAND	**21**	**6**	**6**	**20**														
1035-Public Affairs	1																	
1301-General Physical Science	5	1	3	5														
28-Environmental Protection Specialist	9	1	3	9														
318-Secretary	1	1		1														
340-Program Management	2	2		2														
341-Administrative Officer	1			1														
343-Management and Program Analysis	1	1		1														
819-Environmental Engineering	1			1														
BLUEMONT,VIRGINIA	**1**			**1**														
819-Environmental Engineering	1			1														
CHARLESTON,WEST VIRGINIA	**2**			**2**														
301-Miscellaneous Administration and Program	1			1														
905-General Attorney	1			1														
FORT MEADE,MARYLAND	**45**	**11**	**9**	**38**														
1301-General Physical Science	16	5	4	16														
1320-Chemistry	15	3	3	11														
1399-Physical Science Student Trainee	1			1														
18-Safety and Occupational Health Management	1																	
2210-Information Technology Management	1			1														
301-Miscellaneous Administration and Program	2		1	1														
342-Support Services Administration	1			1														
401-General Natural Resources Management and Biological Sciences	4	1		3														
819-Environmental Engineering	3	2		3														
905-General Attorney	1		1	1														
HERNDON,VIRGINIA	**1**		**1**	**1**														
905-General Attorney	1		1	1														
PHILADELPHIA,PENNSYLVANI	**739**	**180**	**197**	**643**														
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
18-Safety and Occupational Health Management	1			1
201-Human Resources Management	12	3	1	10
2210-Information Technology Management	19	7	5	19
2299-Information Technology Student Trainee	2			
260-Equal Employment Opportunity	1		1	1
28-Environmental Protection Specialist	89	29	43	88
299-Human Resources Management Student Trainee	1			1
29-Environmental Protection Assistant	1		1	1
301-Miscellaneous Administration and Program	13	2	6	13
303-Miscellaneous Clerk and Assistant	9	1		9
306-Government Information Specialist	1		1	1
308-Records Management	1			1
318-Secretary	18	3	9	18
326-Office Automation Clerical and Assistance	2	2		2
340-Program Management	10	4	5	10
342-Support Services Administration	4	1	3	4
343-Management and Program Analysis	19	4	3	16
350-Equipment Operator	1	1		1
401-General Natural Resources Management and Biological Sciences	75	5	4	42
408-Ecology	3	1	1	3
414-Entomology	1			1
415-Toxicology	9	3	5	9
457-Soil Conservation	1	1		1
499-Biological Science Student Trainee	4			
501-Financial Administration and Program	6	4	2	6
505-Financial Management	1	1		1
510-Accounting	8	1	4	7
525-Accounting Technician	1			1
560-Budget Analysis	1	1		1

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

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**

VERA/VSIP Business Case Checklist

Region or Program Office: **Office of Enforcement and Compliance Assurance**

Business Case

The Office of Enforcement and Compliance Assurance (OECA) is requesting authority for the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (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 Office 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 in the following job series: 1301 General Physical Science; 1320 Chemistry; 1350 Geology; 415 Toxicology; 401 General Natural Resources Management and Biological Sciences; 1801 General Inspection, Investigation, and Compliance; 0028 Environmental Protection Specialist; 0301 Miscellaneous Administration and Program; 0306 Government Information Specialist; 0308 Records Management; 0318 Secretary; 0341 Administrative Officer; 0986 Legal Assistance; 1601 Equipment, Facilities, and Services; 0344 Management and Program Clerical and Assistance; 0950 Paralegal Specialist; 1001 General Arts and Information; 1035 Public Affairs; 1412 Technical Information Services; 1083 Technical Writing and Editing; 1311 Physical Science Technician; 0340 Program Management, 0343 Management and Program Analysis; 0560 Budget Analysis; 1160 Financial Analysis; 0819 Environmental Engineering; 0830 Mechanical Engineering; 0893 Chemical Engineering; 1530 Statistics; 1529 Mathematical Statistics; 0905 General Attorney; and 2210 Information Technology Specialists. See Targeted Positions Template for detailed information for each job series.

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 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 50 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 50 positions overall, we plan to restructure 25 positions to meet

changing Agency priorities and eliminate 25 positions to address longstanding financial needs for critical Agency support activities. See Targeted Positions Template for detailed information for each job series.

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	
# of Targeted Positions for VSIP x $25,000	$1,250,000
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}	$ 772,920
Total Maximum Direct Costs	$2,022,920

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost	$9,150,000	$9,150,000
B. VERA/ VSIP Payout Cost	$1,250,000	
C. Leave Payout Cost	$ 772,920	
D. Post VERA/VSIP Annual Payroll Cost	$	
E. Payroll for # New Hires	$ 915,000	$1,830,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$6,212,080	$7,320,000
G. Pre-VERA/VSIP Annual WCF Cost	$ 385,000	$ 385,000
H. Post VERA/VSIP Annual WCF Cost		
I. WCF for # New Hires	$ 38,500	$ 77,000
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 346,500	$ 308,000
Projected Savings with VERA/VSIP (F + J)	$6,558,580	$7,628,000

A. Fully loaded average payroll cost ($183,000 x 50).
B. $25,000 x 50.
C. Average hourly for GS-14/7 x 240 hours x 50 staff.
D. Zero in anticipation of all 50 staff taking buyout thus alleviating the need to pay them.
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 ($7,700 x 50)
H. Zero in anticipation of all 50 staff taking buyout thus alleviating the need to pay their WCF.
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.

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.

The Region includes two Senior Executive Service positions in this request. Given changing program priorities, there will be a need to restructure the Region's SES positions.

Target:

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

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		2	2	2	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	20	15	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							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	1		51	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**										417	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**