OECA

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													0	0		
Restructure or reduce highly graded supervisory and non-supervisory positions													0	0		
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	61	3	369	39			92	9					522	51	7%	includes all eligible GS-positions in all series except GS-1811 criminal investigators at all Headquarters and field locations
Total	61	3	369	39	0	0	92	9	0	0	0	0	522	51	7%	

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., 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 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.

- 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

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

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	--	--

- 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).

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

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 (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.
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.

* 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	Comment s

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

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

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

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

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

25														
1														
7														
14														
3														
1														
1														
2														
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														
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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														
2														
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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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4														
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2														
2														
1														
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														
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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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							2			2			
1													
1													
15													
99							12			12			
26					6		6			12			
1			1							1		0	1
1													
1													
9													
2													
42							2			2			
21													

1 - non sup/OPP. OPP will accept 8 offers from the 14 GS-15 non sup admin. series (1001, 0028, 0301, 0343, 0028). All pos

1 - non sup/OPP. OPP will accept 7 offers from the 14 GS-15 non sup science series (1301, 1320, 0401, 0601). All positions

1 - non sup/IO. IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501.

1 - non sup/OPPT and they will accept up to 1.

2 - non sup (1 is OSCP/1 OPPT). OSCP will accept one offer. OPPT will accept 1 non sup.

12 - non sup (All OPPT). OPPT will accept up to 12 non sups.

6 - non sup (2 are IO/4 are OPPT). IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or

1 - OPPT

2 - non sup (1 is IO/1 is OSCP). OSCP will accept one offer. IO will accept up to 3 offers from the 6 non-sup 15s- either in 1

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

3													
1													
17							3			3			
1													
1							1			1			
2													
1													
2													
4							1			1			
12													
6							2			2			
3													
876	0	2	1	0	6	0	59	0	0	68	50***	See footnote	3

*OCSPP numbers include those eligible for VERA and retirement only, not those only eligible

**These numbers reflect a snapshot in time based on a run done in April 2017.

***Total max number of offers is accurate but the detailed lines are not filled out because pc

Columns Q & R are not filled out because again, they do not match up one for one. The only p

3 - non sup (1 is OSCP/2 are OPPT). OSCP will accept one offer. OPPT will accept up to 2 non sups.
1 - non sup/IO.IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 0501.
1 - non sup/OPPT. OPPT will accept one non sup.
2 - non sup (1 is IO/1 is OPPT). IO will accept up to 3 offers from the 6 non-sup 15s- either in 1035, 301, 0343, 0905 or 050

for VSIP.

ɔsitions do not match up one for one. Descriptions are in column S.

ɔositions in our package that OCSPP plans to eliminate at this time are GS-0303 and they are marked in column R. Others

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														
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8														
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3														
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11														
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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														
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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														
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2														
1														
2														
1														
2														
1														
7														
4														
3														
1														
1														
394														
8														
13														
58														
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16														
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6														
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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 of the Chief Financial Officer Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 4/4/14
- Targeting 140 out of 351 positions in DC, Durham, Las Vegas and Norwood
- Of those 140 positions being targeted, will approve a maximum of 25 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 15 new employees with skills/expertise in advanced analytics, data/information management, resource and financial management and IT Specialists.

General basis for request:

- **Reduce the Number of Supervisory Positions**: Will offer VERA/VSIP to all supervisors in all series GS 13 and above, excluding Senior Executive Service (SES) members.

- **Reduce and Restructure Non-Supervisory GS-13, GS-14, and GS-15 Positions**: Will reduce and restructure nonsupervisory high-graded workforce by offering VERA/VSIP to GS 13, 14 and 15 employees in these job series: legislative analysts, information management specialists (301 series), program/management analysts, and events coordinator (343 series), financial administration and program management (501 series), budget analysts (560 series), and environmental scientists (1301 series).

- **Replace Administrative and Internal Management Positions with Positions for Analysis, Budget and Financial Management, Performance Management, Oversight of Management Controls, and Information Management and Technology**: will offer VERA/VSIP to OCFO program specialists (301), clerks (303), secretaries (318 series), administrative officers (341 series), program/management analysts (343 series), and budget analysts (560 series), in grades 13 and below.

- **Reduce the Number of Employees Managing the Environmental Finance Center (EFC) Grant Program, and the Environmental Finance Advisory Board (EFAB)**: Will reduce the number of positions allocated to the Center for Environmental Finance (CEF) from five positions to four by offering VERA/VSIP to all non-SES employees in all series in CEF.

Administrator's Office Phase 1 VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- AO has 407 permanent employees
- Targeting 282 positions throughout AO
- Of those 282 positions being targeted, will approve a maximum of 217 VERA/VSIP offers
- General basis for request:
    - **The AO will use these authorities to:**
        - Reshape its workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with appropriate skill mix, and reduce administrative support positions through efficiencies and technology;

- Reshape AO's workforce, recognizing the need for new skills in key areas of AO as well as the need to accelerate Next Generation communications and technology, collaboration and community outreach skills and abilities;
- Create hiring opportunities to correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization;
- Reduce and rebalance the current top-heavy GS-14/15 grade structure to create backfill opportunities for recruiting at lower grade levels;
- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and
- Assist in reaching lower FTE ceilings and controlling escalating payroll costs.

- **Restructuring the Administrative Support Workforce**
  - Consolidation of the staff providing support to arrange, book and prepare appropriate documentation for travel will bring greater efficiencies within AO.
  - Target 48 positions in occupational series 301, 303, 318, and 326 ranging in grade from GS-3 to GS-13 for a maximum of 38 VERA/VSIP offers.
  - Seven of the positions that are vacated would be used to hire, at the entry level with a full performance level of GS-12, staff responsible for records management and eDiscovery as well as staff with stronger technology and writing skills with a citizen/constituent background. Two vacated positions will be used to hire Designated Federal Officials in the Science Advisory Board to support the Administrator's theme of Strong Science.

- **Restructuring the Nonsupervisory GS 14/15 Workforce**
  - Over time, there has been a proliferation of nonsupervisory high-graded (i.e., GS-14 and GS-15's primarily in the GS-343 series) positions in AO. Currently, 54% of AO's GS workforce is at the GS-14 and GS-15 levels. With the exception of the Office of General Counsel which has higher-graded attorney positions, this percentage is significantly higher than the other headquarters' support offices. Only 4.3% of AO's GS-14's are in supervisory or team leader positions (95.7% of AO's GS-14's are non-supervisory) and 44% of AO's GS-15's are supervisory (56% are non-supervisory). For some of these positions, the work has become less of an agency priority or is no longer cutting edge and, as such, no longer fully supports a highly-graded stand-alone position. Other vacated positions could be filled at a lower grade level (lower promotion potential), thus saving payroll dollars.

Office of Administration and Resources Management Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 3/30/14
- Targeting 82 out of 113 positions in the EPA's headquarters
- Of those 82 positions being targeted, will approve a maximum of 45 VERA/VSIP offers
- Based on the number of employees leaving would like to rehire/fill up to 36 positions
- General basis for request:

  - **Realign organizational and personnel activities from general support services to essential programmatic functions** required for meeting agency strategic goals, as well as new and expanded agency priorities and federal environmental and programmatic mandates.

- **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 some current and new job classification series to create a higher-performing organization.

- **Restructure, reorganize and reduce existing staff layers** to improve organizational productivity while **reducing the personnel ceiling number from 113 to 102** to meet agency reductions in staffing and associated payroll costs, and to **reduce the number of supervisors and supervisory units from 15 to 10**.

Reduce and rebalance the OA's current top-heavy GS-13 to -15 grade structure to create backfill opportunities for recruiting at generally lower grade and career ladder levels.

Office of Enforcement and Compliance Assurance Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- OECA has 826 permanent employees
- Targeting 246 positions throughout OECA
- Of those 246 positions being targeted, will approve a maximum of 30 VERA/VSIP offers
- General basis for request:

  - **Reshape the workforce to reflect changes in programmatic direction; strengthen programmatic expertise with the appropriate skill mix by reducing administrative and program support through efficiencies, eliminating obsolete skills, and realigning full-time equivalents (FTE) across programs**

    Reduce obsolete job skills in series such as 0986 Legal Assistant (Typing) and to continue consolidating functions of 0301 Administrative Management Specialist, 0318 Secretary, and 0341 Administrative Officer.

    Reduce 0028 Environmental Specialist, 0340 Program Managers, and 0343 Management and Program Specialist positions that utilize similar knowledge and abilities so enforcement and compliance work that require those types of skills can be shared to create more efficiency. Reduce the need for a separate 1001 Communication Specialist as the organization expands its use of technology and social media to communicate enforcement and compliance information to the stake holders and public.

    Reduce 0905 Attorney positions (with the exception of the attorney positions that deal with the majority of personnel issues and civil enforcement cases) that render legal advice and services with respect to questions, regulations, practices, or other matters falling within the purview of a federal government agency, regardless of function or subject matter area of work. Those attorneys can be reassigned to work in any of OECA's offices in order to consolidate functional work assignments and continue to meet mission priorities.

  - **Focus on obtaining new skills to accelerate its *Next Generation Compliance* approach**

    Need more professional skills such as 0819 Environmental, 0893 Chemical and 0830 Mechanical Engineers that are able to identify, analyze, advise, consult and report on the

testing, and the effects of procedural changes and appraising the validity of results of the self-certification programs that are being developed under the new approaches/tools to improve compliance in rules. The need for more 1300 Physical Scientific skills is also growing, as the demand for *Next Gen* compliance grows. The ever growing need for additional 2210 Information Management (IT) Specialist will manifest as electronic reporting, remote monitoring, and self-certification program requirements expand and federal and state budgets are constrained.

- **Lower the number of FTEs in OECA and realign the organization's remaining FTEs across programs and offices to realize efficiencies by combining functions; and**

- **Preserve extramural funds necessary to meet the changing mission requirements for *Next Gen***

Office of Chemical Safety and Pollution Prevention Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- OCSPP has 1072 permanent employees
- Targeting 67 positions throughout OSCPP
- Of those 67 positions being targeted, will approve a maximum of 43 VERA/VSIP offers
- General basis for request:

  - **Reduce the number of GS-0303 Miscellaneous Clerk and Assistant, GS-0318 Secretary, GS-0344 Management and Program Clerical Assistant positions.** This change in the work environment has diminished the need for positions in these administrative fields and will enable the organization to reduce obsolete skills and consolidate a broader range of functions.

  - **Reduce and restructure the work of GS-2210 Information Technology (IT) Management (excluding IT security positions) and GS-1412 Technical Information Specialists** to achieve staffing reductions and restructure these positions to recruit candidates with new web-based data management skills needed to expand database information sharing tools such as SharePoint and other web-based applications that are planned for future implementation. These recruitments will also focus on hiring staff that meet the Agency's needs for transitioning OCSPP information management systems to be fully integrated with the agency's E-Enterprise business model

  - **Achieve staffing reductions specifically in the OCSPP Immediate Office's Regulatory Coordination Staff (RCS)** by reducing and restructuring the work of GS-1412 Technical Information Specialists, GS-1001 Information Liaison Specialists, and GS-1082 Writer/Editors. The reduction in positions reflects the restructuring of the work related to Federal Register typeset and processing. The majority of the work associated with that function was eliminated in 2010 when the Office of the Federal Register eliminated the "encoded" typeset option for agencies. Since that time, these positions have provided a typeset review that is currently being streamlined. Future functions of the RCS related to Federal Register production will be further streamlined and significantly reduced in order to prepare for the integration of electronic signature and processing within the program offices.

- **Restructure the Biological Economic Analysis Division (BEAD) laboratories from four down to two.** The Analytical Chemistry Laboratory (ACL), Microarray Research Laboratory (MRL), and the Microbiology Laboratory (ML) are located in Fort Meade, MD and the Environmental Chemistry Laboratory (ECL) is located in Bay St. Louis, MS. The MRL will be closed by December 31, 2013 (staffed with one employee who retired on October 13, 2013). **The ECL will be closed by December 30, 2014. Offering VSIP to ECL staff will help consolidate the functions of the ACL at the Fort Meade, MD Lab and help negate the effects of directed reassignments and possible involuntary separations for ECL employees that choose not to relocate. Remaining staff will be reassigned to the Analytical Chemistry Laboratory located in Fort Meade, MD.**

Office of Environmental Information Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 6/30/14
- Employees must be off the rolls by 4/4/14
- Targeting 253 out of 389 positions in DC, Cincinnati, Durham, Las Vegas and Ft. Meade
- Of those 253 positions being targeted, will approve a maximum of 57 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 50 entry-level and mid-level IT Specialists, IM Specialists and other positions dealing with data management, project management and security

General basis for request:

- Reshape a technology-centric organization into an information-centric organization. OEI needs to restructure its workforce with data management and analysis knowledge and skills to better support the business lines of the Agency
- Create a Strategic Enterprise Program Management Staff within OEI's Office of the Assistant Administrator. This will enhance the Agency's ability to manage its information technology portfolio more strategically, significantly improving the Agency's ability to execute major projects on time and budget.
- Realign IT Security functions with the Senior Agency Information Security Officer, whose primary duty is to carry out the information security responsibilities of the CIO.
- Reduce and restructure our non-supervisory GS 14/15 positions based on changes in Agency priorities and workload, and lesser need for non-supervisory technical expertise. The less complex work will be restructured into lower-graded GS-5/7/9/11 positions with promotion potential established to the GS-12 level. This change will also allow OEI to balance management-to-staff ratios across the Office (which currently range from 1:8.1 to 1:15.3) and ensure that the grade distribution of our workforce is balanced and sustainable.

Restructure administrative support across OEI by pooling resources in a way that addresses imbalances and achieves efficiencies based on functional specialization.

Office of Research and Development VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/4/14
- Employees must be off the rolls by 4/4/14

- Targeting 432 out of 1,706 positions in the six national offices, four national centers and three national labs
- Of those 432 positions being targeted, will approve a maximum of 117 VERA/VSIP offers
- Based on the number of employees leaving would like to rehire up to 50 post-doctoral candidates per year on four-year term appointments.

General basis for request:

- Strategic Realignment: Reshape and reduce a targeted segment of its scientific positions in a manner that yields a workforce with skill sets aligned to the Agency's highest scientific priorities.
- Reduce the current number of employees trained and working in traditional core research occupations including the biological and health sciences, chemistry, ecology, engineering, earth sciences, physical sciences, and toxicology.
- Increase the number of employees trained and working in exposure sciences, informational sciences, mathematics and statistics, modeling and computer sciences, and social sciences through the hiring of post-doctoral candidates.

Office of Solid Waste and Emergency Response* Phase I VERA/VSIP Request Package

* Current Name: Office of Land and Emergency Management

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 4/4/14
- Targeting 274 out of 513 positions in Washington, D.C. and Arlington
- Of those 274 positions being targeted, will approve a maximum of 40 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 30 entry-level employees with analytical, technology, scientific and technical skills/expertise to work on program and technical issues that require the integration of multimedia approaches, rigorous analysis and use of new technology.

General basis for request:

- Reduce and reshape the numbers of administrative/secretarial support employees in targeted series at the GS-5 through GS-13 grade levels.
- Reshape and reduce the number of senior grade positions (GS-12 to 15, excludes Senior Executive Service positions) and redeploy these resources for future hiring of next generation talent to meet succession planning objectives that require new skills/expertise.

Office of Water Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- Targeting 171 out of 588 positions in DC and Cincinnati
- Of those 171 positions being targeted, will approve a maximum of 28 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 35 new employees in critical STEM areas of need (e.g., Economists, Microbiology, Environmental Engineering, Chemistry, etc.)

General basis for request:

- Lower the number of full-time equivalents (FTEs) in the OW.
- Redirect or refocus resources in the OW.
- Focus on obtaining new skills in essential programmatic functions required for meeting agency strategic goals, new and expanded agency and office priorities, and federal environmental and programmatic mandates.
- Reshape the workforce to reflect changes in administrative programs; strengthen programmatic expertise with appropriate skills mix by reducing administrative support through efficiencies and by eliminating obsolete skills, and realigning FTEs across the program offices.
- Realign the organization's remaining FTEs in program offices to take advantage of efficiencies by combining functions.
- Reshape the current workforce to address skills gaps by creating vacancies to recruit new staff with critical knowledge, skills and abilities in key job classification series to create a higher-performing organization.
- Reduce and restructure existing staff layers to improve organizational productivity while reducing the FTE ceiling number to meet agency reductions in staffing and associated payroll costs.
- Restructure how administrative support is provided by pooling each office's resources to achieve efficiencies based on functional specialization and centralization.

Region 1 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- Targeting 283 out of 610 positions in Boston and Chelmsford
- Of those 283 positions being targeted, will approve a maximum of 20 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 10 new employees: entry level attorneys with a greater focus on technology in discovery and settlements, in-house hydro-geo support, scientists, engineers and an air quality modeler.

General basis for request:

- Restructure how administrative support is provided by pooling each division's resources in a way that addresses imbalances across the organization and achieves efficiencies based on functional specialization;
- Consolidate staff travel support to reduce the number of administrative staff engaged and take advantage of technological efficiencies
- Reset the managerial span of control to reflect a smaller work force
- Support several team and branch level consolidations to reflect a changes in work priority and new challenges
- Reduce the number of high graded technical experts and senior policy advisors to better reflect current priority work.
- Bring greater balance across the regions grade structure in both the technical and legal series.

Region 2 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14

- Employees must be off the rolls by 4/5/14
- Region 2 has 845 permanent employees
- Targeting 268 positions throughout Region 2
- Of those 268 positions being targeted, will approve a maximum of 67 VERA/VSIP offers
- General basis for request:

  - Downsize the region's administrative, programmatic, and legal support workforce to reflect needs moving forward by offering to staff in targeted support series GS-525, (accounting technicians), GS-950 (paralegal specialists), and GS-963 (legal instruments examiner) and collectively for the remaining series included in the proposal (GS-029 environmental protection assistant, GS-303 administrative management assistant, GS-318 secretary, and GS-326 office automation clerk) in New York, New Jersey, and Puerto Rico. **Targeting 83 support positions, will approve a maximum of 39 VERA/VSIP offers.**

    - 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.
    - Use a small number of the vacated positions to hire personnel with expertise to address growing needs in the area of records management, budget execution and eDiscovery.

  - Reduce and restructure nonsupervisory high-graded workforce, i.e., GS 14s and 15s, to better reflect current and future program needs. **Targeting 185 program positions, will approve a maximum of 28 VERA/VSIP offers.**

    - Identified twelve GS-14 and GS-15 positions that should be eliminated based on the changes in workload and in the organization that have occurred since the positions were created.
    - Additionally, seeking to eliminate three On Scene Coordinator/Remedial Project Manager (OSC/RPM) positions, and eight attorney-advisor positions.
    - To ensure a sufficient pool of applicants to achieve the reductions, will open the early-out/buyout offers to both nonsupervisory and supervisory employees in the affected series and grades.

Region 3 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/16/14
- Employees must be off the rolls by 4/4/14
- Targeting 391 out of 852 positions in Philadelphia, Annapolis, Wheeling, Ft. Meade, Richmond, Stroudsburg, Titusville
- Of those 391 positions being targeted, will approve a maximum of 163 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 54 entry-level (GS 7/9/11 full performance GS-12) employees to work on program and technical issues that require multi-media approaches and new technology skills

General basis for request:

- Reshape and reduce the number of administrative support positions in the Region to better align with current and projected workload needs;

- Reshape and reduce the number of senior grade positions in the Region and redeploy these resources for future hiring of next generation talent to meet succession planning objectives; and
- Prepare the Region for organizational changes likely resulting from projected reductions in staffing levels and associated reductions in the number of organizational levels and/or units needed to accomplish the mission in the future.

Region 4 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls before 4/5/14
- Targeting 201 out of 961 positions in Atlanta, West Palm Beach, Athens and Durham
- Of those 201 positions being targeted, will approve a maximum of 26 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 15 entry-level (GS 7/9/11 full performance GS-12/13) employees to work on program and technical issues that require multi-media approaches and new technology skills

General basis for request:

1. Reduce and Reshape the Supervisor to Staff Ratio
Currently, supervisory positions equate to approximately 12% of Region 4's workforce. The goal in FY 2014 is to achieve a supervisor to staff ratio of 1:9. VERA and VSIP opportunities will be offered to up to 13 supervisory employees in organizations, occupations, and grade levels 14 and 15 located within the EPA Region 4 Atlanta and Athens Offices.

2. Reduce the Number of Non-Supervisory GS-14/15 Positions
Previous Regional workforce planning efforts have resulted in 52 non-supervisory GS-14 and 15 staff positions in Technical Expert or Senior Advisor positions across all Region 4 divisions. There are a total of 27 employees currently in the 0301occupational series and 44% of those are at the GS-14 or 15 level. Region 4 plans to reduce the number of positions in this category by 5 positions.

3. Reduce the Number of Support Positions in Environmental Protection Specialist (EPS) Positions
Region 4 currently has 68 employees in the EPS, 0028 occupational series. Region 4 has traditionally used this series to provide upward mobility opportunities for high performing, high potential administrative support staff. Because of Regional and national business process efficiency efforts underway, Region 4 anticipates this could significantly reduce the need for the current number of EPS positions in the future. Region 4 plans to reduce the number of positions in this category by 8 positions.

Region 5 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/5/14
- Region 5 has 1,163 permanent employees
- Targeting 701 positions throughout Region 5
- Of those 701positions being targeted, will approve a maximum of 146 VERA/VSIP offers
- General basis for request:

- **Reduce and reshape 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.**
    - Offered to both supervisory and non-supervisory GS-13 and above positions.
    - 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. Less complex work will be restructured into lower-graded GS-7/9/11 positions with promotion potential established to the GS-12 level. Recruit entry-level candidates.
    - Consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels.
    - While some non-supervisory higher graded positions will remain, this will create a more grade-level balanced workforce in the region.

- **Reduce and reshape program manager positions (i.e., GS-0340 Program Manager) at the GS-15 level, which primarily fill the role of Branch Chief.**
    - Vacancies created by these positions will be used, in part, to provide opportunities for placement of non-supervisory higher graded employees
    - As the overall workforce grows smaller, these vacancies will be closely scrutinized for reduction in the number of Branch Chief positions.

- **Reduce and reshape the public affairs positions in the Superfund Division (i.e., GS-1035 public affairs series) at the GS-13 level.**
    - Offers limited to the 7 GS-13 level Superfund Division employees in Chicago, IL (the 3 remaining employees are GS-12s).
    - Limited hiring, utilizing career ladder positions with the full performance level of GS-12, will focus on attracting candidates who have the skills to communicate in multiple languages and utilize social media to accomplish the mission of the Superfund Division.

- **Reduce and reshape the Attorney Advisor (GS-905) positions at the GS-14 and GS-15 grade levels**
    - Offered to both supervisory and non-supervisory GS-14 and above.
    - 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. Less complex work will be restructured into lower-graded positions. Backfill a smaller number of positions at entry level with promotion potential to GS-14.
    - Consolidation of some management positions and a reduction of some, but not all, non-supervisory positions at higher grade levels.

- **Reduce and reshape the numbers of GS-303 Miscellaneous Administrative Assistant at the GS-7, GS-8, and GS-9 grade levels**.
    - Consolidate the majority of the work into fewer positions. Less complex work will be restructured into modest rehiring plan at lower graded positions.

Region 6 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 4/5/14
- Region 6 has 803 permanent employees
- Targeting 425 positions throughout Region 6 (Dallas, TX and Houston, TX)
- Of those 425 positions being targeted, will approve a maximum of 60 VERA/VSIP offers

- General basis for request:
  - **Reduce and reshape the administrative, programmatic, and paralegal/legal support workforce:** GS-0029 Environmental Protection Assistants, GS-0318 Secretaries, GS-0326 Office Automation Clerks, GS-0344 Management and Program Clerks/Assistants, GS-0301 Miscellaneous Administrative Specialists, GS-0501 Financial Specialists, GS-0510 Accountants, GS-0260 EEO Specialists, GS-0950 Paralegal Specialists, GS-1082 Writer/Editors, and GS-0028-9/11/12 Environmental Protection Specialists performing primarily lower graded support work, i.e. data gathering, data entry, etc.
  - **Reduce and reshape the environmental program positions (GS-0028 Environmental Protections Specialists, GS-0401 Life Scientists, GS-0819 Environmental Engineers, and GS-1301 Physical Scientists) at the GS-13 grade level and above to achieve an overall region-wide reduction and reshaping of the workforce.**
    - Target both supervisory and non-supervisory GS-13 and above positions.
    - 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.
    - Consolidate some management positions and reduce some, but not all, non-supervisory positions at higher grade levels.
    - 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.
  - **Reduce and reshape Attorney Advisor GS-0905 positions at the GS-14 and GS-15 grade levels which will result in greater support of multimedia approaches, greater use of technology in evidence gathering and communication, and more comprehensive settlements as opposed to individual rule violations.**
    - Target both supervisory and non-supervisory GS-14/15positions.
    - 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.
    - Consolidate some management positions and reduce some, but not all, non-supervisory positions at higher grade levels.
    - Backfill a smaller number of positions at the entry level with full performance level of GS-14 focusing 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 Public Affairs GS-1035-13 level positions and establish career ladder positions with the full performance level of GS-12.**
    - Limited hiring focusing on candidates who have the skills to communicate in multiple languages and utilize social media.
  - **Reduce and reshape Safety and Occupational Health Specialist GS-0018-13 level positions to reflect the changing nature of the work as well as regulatory reporting requirements which have been decreased due to advances in technology/automation.**

Region 7 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 4/4/14
- Targeting 475 out of 522 positions in Iowa, Kansas, Missouri and Nebraska

- Of those 475 positions being targeted, will approve a maximum of 70 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 30 entry-level (GS 7/9/11 full performance GS-12) employees to work on program and technical issues that require multi-media approaches and new technology skills

General basis for request:

- Reduce and reshape Environmental Program positions at the GS-12 through GS-15 grade levels, supervisory and non-supervisory positions, across all divisions and geographic locations within Region 7.

- Reduce and reshape Attorney Advisor positions at the GS-14 and GS-15 grade levels and Paralegals at the GS-12 grade level, supervisory and non-supervisory, in the Office of Regional Counsel in the Kansas and Missouri offices to provide greater support of multimedia approaches.

- Reduce and reshape Regional Programmatic Support positions at the GS-11 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.

- Reduce and reshape Regional Administrative Support positions at the GS-6 through GS-10 grade levels, non-supervisory positions, across all divisions in the Kansas offices to better align with current and projected workload needs.

Region 8 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- Region 8 has 544 permanent employees
- Targeting 269 positions throughout Region 8
- Of those 268 positions being targeted, will approve a maximum of 48 VERA/VSIP offers
- General basis for request:
    - **Centralize and reshape regional Administrative Support positions of Environmental Protection Assistant (GS-0029), Secretary (GS-0318), and Office Automation Clerk (GS-0326), GS-5 through GS-9 grade levels.**
        - Centralize travel and timekeeping.
        - Establish a new central Content Management Unit (Freedom of Information Act [FOIA] and records management) under a combined Information and Infrastructure Services program in the Office of Technical and Management Services (TMS). This unit will be staffed by reassigning current administrative employees and or hiring employees with needed expertise in electronic storage, search, and retrieval capabilities.
    - **Reduce and reshape Environmental and Programmatic Support positions of Environmental Protection Specialist (GS-0028), Miscellaneous Administration & Program (GS-0301) [excluded from this plan are the recently hired Senior Staff Assistant , GS-0301-12 and Staff Assistant, GS-0301-09 target 11 positions], Program Analyst (GS-0343), Environmental Engineers (GS-0819), Life Scientists (GS-0401), Toxicologist (GS-0415), Public Affairs Specialist (GS-1035), Scientist (GS-1301), Hydrologist (GS-1315), and Information Management Specialist (GS-2210, except one IT Security position), at the GS-9 through GS-15 grade levels.**
        - Target both supervisory and non-supervisory GS-9 and above positions.

        - 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 some lower-graded GS-7/9/11/12 and other GS-7/9/11/12/13 positions with promotion potential established to the appropriate GS-12 or GS-13 grade level.
        - Consolidate some management positions and a reduce some, but not all, non-supervisory positions at higher grade levels.
        - 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.
    - **Reduce and reshape the Attorney Advisor (GS-0905) positions at the GS-14 and GS-15 grade levels.**
        - Target both supervisory and non-supervisory GS-14 and GS-15, GS-0905 positions.
        - Reassign the most complex work (i.e., GS-15 level) to existing higher level positions in order to concentrate the assignment of this work into fewer positions. The less complex work will be reassigned to current GS-14 employees or to new hires.
        - Backfill a limited number of positions at the GS-13 or GS-14 grade, as appropriate, which will create a more diverse workforce profile while progressing to the full performance level of GS-14 or GS-15 grade levels, as appropriate.
        - Hires will 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.

Region 9 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/14
- Employees must be off the rolls by 4/5/14
- Region 9 has 755 permanent employees
- Targeting 746 positions throughout Region 9 **(including 7 SES positions)**
- Of those 746 positions being targeted, will approve a maximum of 105 VERA/VSIP offers **(including 1 SES offer)**
- General basis for request:

    - **Reduce and reshape administrative support positions** at the GS-5 through GS-11 grade levels across all divisions and geographic locations within Region 9.
        - To create smaller and more efficient administrative support teams designed to deliver essential services, implement new record management responsibilities, and administer new information management systems to perform current and future job requirements.

    - **Reduce and restructure attorney advisor positions** at the GS-11 through GS-15 grade levels in the Office of Regional Counsel's San Francisco office and the Southern California Field Office located in Los Angeles, CA.
        - To consolidate all attorney-advisor positions into the San Francisco office, reduce the number of supervisory positions to improve staff to supervisor ratios within the office and reduce attorney positions to meet authorized staffing levels.

    - **Reduce and reshape program support positions** at the GS-9 through GS-13 levels providing administrative specialist and technical support services to environmental program specialists, engineers and scientists in the region.

- To achieve our program support priorities with fewer resources, the region will consolidate work, streamline internal operating practices, implement shared service models, and administer new paperless work processing systems.

- **Reduce grants and project officer positions** at the GS-7 through GS-13 grade levels across all divisions and geographic locations within Region 9.
  - To support consolidation of our grant work into fewer positions and restructure environmental program positions to fulfill key mission objectives and outcomes.

- **Reduce and reshape GS-14/15 supervisory and specialized non-supervisory positions** across the region in all geographic locations to reduce and restructure the number of specialized non-supervisory positions and reduce the number of supervisory positions to increase the staff-to-supervisor ratio in alignment with mission requirements and declining staffing levels.

- **Reduce by 1 the number of senior executive service positions in the region by merging two smaller divisions into one division. The merger will redistribute and merge program responsibilities thereby eliminating a senior executive management position in the region.**

Region 10 Phase I VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 5/1/14
- Employees must be off the rolls by 4/4/14
- Targeting 299 out of 581 positions in Alaska, Idaho, Oregon and Washington
- Of those 299 positions being targeted, will approve a maximum of 60 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 20 new employees such as entry level attorneys with multimedia and new technology skills.

General basis for request:

- Reduce and reshape supervisory GS-14 and GS-15 workforce and non-supervisory Associate Director positions with the dual goal of decreasing the overall size of the GS-14 and GS-15 workforce and increasing the ratio of non-supervisors to supervisors.
- Reshape grants program and reduce the number of Grants Management Specialists (GS-1109) and Project Officers from 9 occupational series by streamlining grants management through issuing fewer grants and distributing grants to more specialized Project Officers.
- Reduce and reshape the Attorney Advisor (GS-905) positions at the GS-12 through GS-15 grade levels to bring onboard employees skilled in new information technologies, especially those related to eDiscovery tools and FOIA processes as well as the ability to work across media programs in the development of more integrated approaches to compliance and enforcement.
- Reduce the number of series GS-0301 Admin Specialists, GS-0318 Secretaries, GS-0303 Miscellaneous Administrative Assistant, GS-0326 Office Automation Assistants and GS-029 Environmental Protection Assistants positions by restructuring remaining positions into centralized, smaller administrative support teams.
- Reduce the overall size of the Region 10 workforce to better align with long-term expectations regarding regional budget resources.

Office of Air and Radiation Phase II VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- OAR has 1,122 permanent employees; targeting 107 positions; approving a maximum of 39 VERA/VSIP offers
- General basis for request:

  - Reduce and reshape Environmental and Programmatic Support positions of Miscellaneous Administration & Program (GS-0301), Miscellaneous Clerk and Assistance (GS-303), Secretary (GS-318), Program Analyst (GS-0343), Management & Program Clerical and Assistance (GS-344) at all grade levels at the GS-5 through GS-15 level in the OAR/Office of the Assistant Administrator to achieve a focused restructuring of grade levels. Reassign the work to existing positions in to concentrate the assignment of this work into fewer positions. Backfill one or two positions at lower grades (not higher than GS-13) to realize efficiencies in work performance.

  - Centralize and reshape the administrative management function within the Office of Atmospheric Programs (OAP): consolidate administrative management support services within the Program Management Staff of the Immediate Office of the Office of Atmospheric Programs; address imbalances in administrative management support services across the office and achieve efficiencies by centralizing administrative support functions such as budgeting, finance, contracts management, grants management, travel, etc. Positions targeted include Program Analyst (GS-0343), Environmental Engineer (GS-0819), Physical Scientist (GS-1301) and Environmental Protection Specialist (GS-0028) at the GS-11 through GS-15 levels whose primary duties include performing administrative and administrative support functions. 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 some lower-graded positions with promotion potential established to the appropriate GS-13 grade 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.

    Replace up to 4 positions in different job series to fill significant competency gaps in priority programs performed by other work units, such as an Environmental Scientist (GS-1301) with specific knowledge of power sector utilities.

  - Reshape the Office of Radiation and Indoor Air (ORIA) by reducing non-supervisory positions to all grade levels at the GS-9 through GS-15 level across five occupational series: Environmental Protection Specialist (GS-0028), Program Analyst (GS- 0343), Management Assistant (0344), Environmental Engineer (0819) and Environmental Scientist (GS-1301) spread across four organizational units in ORIA: Indoor Environment Division (IED) and Radiation Protection Division (RPD) in Washington, DC, National Center for Radiation Field Operations (NCRFO) in Las Vegas, NV, and National Analytical Radiation Environmental Laboratory (NAREL) in Montgomery, AL.

    Establish/recruit for positions in technical/scientific series to fill competency gaps in biological/ environmental effects of radiation exposure, exposure to indoor air pollutants, environmental transport of radioactive isotopes, and radiological emergency response, among other areas. To bolster expertise and capability in the critical and technically demanding areas that directly supports programmatic functions, establish/recruit for several positions in series such as Health Physicist (GS-1306) Radiobiologist (GS-0401), Epidemiologist (GS-0601), Industrial Hygienist (GS-0690), and Mechanical Engineer (0830).

Office of Administration and Resources Managment Phase II VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 208 positions out of 743 positions in Washington, D.C., Research Triangle Park, NC and Cincinnati, OH.
- Of those 208 positions being targeted, will approve a maximum of 107 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 95 new employees in grants management (1109), acquisition management (1102), HR management (0201) and IT management (2210).

General basis for request:

- Reshape the administrative workforce to reflect changes in programmatic direction, strengthen technical expertise, and reduce administrative support positions.
- Reshape the grants management workforce to handle the continual changes in grants regulations.
- Reshape the financial auditing section of the Office of Acquisitions Management to assist with the development of Centers of Expertise.
- Reshape the human resources workforce to support HR LoB, streamlining of policy development, and increase workload in labor and employee relations.
- Reshape the facilities management workforce across OARM to align with a need for more specialty technical skills rather than generalist.

Office of Chemical Safety and Pollution Prevention Phase II VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- OCSPP has 1049 permanent employees
- Targeting 259 positions throughout OSCPP; approving a maximum of 111 VERA/VSIP offers
- General basis for request:

  Reshape its workforce, recognizing the need for new skills in key areas of OCSPP as well as the need to accelerate new communications outreach skills and abilities; reshape its workforce to reflect changes in programmatic direction and technological advancements, strengthen technical programmatic expertise with the appropriate skill mix; reduce administrative support positions through efficiencies and technology; correct competency gaps by creating a limited number of positions to recruit for critical knowledge, skills and abilities creating a higher performing organization; and reduce and rebalance our Full-Time Equivalents (FTEs) as well as associated extramural program requirements.

- Specifically, OCSPP needs to:

  1. Reduce and restructure the work of the non-supervisory GS-0343 Management and Program Analyst and GS-0028 Environmental Protection Specialist (EPS) job series to create positions with new skills sets needed such as:

- Experience in using and customizing process applications to address the unique requirements of OCSPP; skills in communication and communication technology, the use of collaboration tools, and social media to better support increasingly automated interactions with OSCPP customers.

- Skills to deal with the complexities associated with the regulation of pesticides that were not envisioned when the current positions were created. Risk assessment and risk communication skills, and use of advanced scientific tools and techniques to prioritize.

- Skills in marketing through social media, user-generated content, crowd sourcing, and distributed participatory design.

2. Reduce and restructure the work of non-supervisory GS-0301 General Clerical and Administrative job series and GS-0303 Program Assistant to create positions with new skill sets that advance multimedia approaches and new technology.

3. Continue to reduce and restructure the work of GS-2210 Information Technology (IT) Management (excluding IT security positions) and GS-1412 Technical Information Specialists to achieve staffing reductions and restructure these positions to recruit candidates with new web-based data management skills needed to expand database information sharing tools.

4. Reduce the number of non-supervisory staff in the following scientific and technical series to create scientific positions requiring professional degrees and/or skills in fields needed but not currently represented or under-represented: GS-0110 Economist; GS-0401 Biologist; GS-0415 Toxicologist; GS-1301 Physical Scientist; GS-0403 Microbiologist; GS-0819 Environmental Engineer; GS-0893 Chemical Engineer; and GS-1320 Chemist.

5. Reduce the number of non-supervisory GS-0905 Attorney Advisor positions in OPPT.

Office of International and Tribal Affairs Phase II VERA/VSIP Request Package

- Did not participate in Phase I
- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 69 out of 83 positions in Washington, D.C.
- Of those 69 positions being targeted, will approve a maximum of 20 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 5 positions with community outreach skills, negotiation skills, legal analysis and foreign language fluency.

General basis for request:

- Reshape the workforce to reflect changes in programmatic direction, strengthen technical expertise, reduce administrative support and non-supervisory GS-14/15 positions and realign FTE across program offices.
- Increase the number of positions with community outreach skills, negotiation skills, legal analysis and foreign language fluency.

Office of Research and Development Phase II VERA/VSIP Request Package

- 38 employees accepted VERA and VSIP in Phase I out of 117 offered
- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 261 out of 1,625 positions in the six national offices, four national centers and three national labs
- Of those 261 positions being targeted, will approve a maximum of 65 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 50 post-doctoral candidates per year on four-year term appointments and 11 positions in undersupplied areas (exposure science, information science, statistics, modeling and computer science and social science) at GS-11/12 level.

General basis for request:

- Strategic Realignment: Reshape and reduce a targeted segment of its scientific positions in a manner that yields a workforce with skill sets aligned to the Agency's highest scientific priorities.
- Reduce the current number of employees trained and working in traditional core research occupations including the biological and health sciences, chemistry, ecology and toxicology.
- Increase the number of employees trained and working in exposure science, information science, mathematics and statistics, modeling and computer science and social science.

Office of Solid Waste and Emergency Response* Phase II VERA/VSIP Request Package

*Current Name: Office of Land and Emergency Management

- 8 employees accepted VERA and VSIP in Phase I out of 40 offered
- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 272 out of 499 positions in Washington, D.C., Arlington, VA., Erlanger, Kentucky, Edison, New Jersey, RTP, North Carolina, and Las Vegas, Nevada
- Of those 272 positions being targeted, will approve a maximum of 70 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 70 entry-level and mid-level analysts, specialists, scientific and technical positions (e.g. GS-1320 Chemists; GS-819 Engineers; GS-401 Physical Scientists; GS-401 Biologists; GS-110 Economists) with strong analytical capabilities coupled with expertise in communications, community outreach, project management, and social media skills. This includes hiring specialists with strong technical, project management, and scientific skills with expertise using multi-media technology tools to expand the sharing of environmental data and to analyze and present environmental information. Promotion potential would be up to the GS-12 or 13 level.

General basis for request:

- Reshape the workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with the appropriate skill mix through efficiencies and business processes;

- Reduce and rebalance the current top-heavy GS-14/15 grade structure;

- Correct significant competency gaps by creating a limited number of vacancies to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization;

- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and

- Assist in managing escalating payroll costs.

Office of Water VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 486 out of 574 positions in DC and Cincinnati
- Of those 486 positions being targeted, will approve a maximum of 60 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up 97 employees at the grades and skill levels necessary to fulfill mission and goals.

TABLE 1: Workforce Reshaping

Office/Category	Current Projected FY14 Staffing Level	Desired VERA/VSIP Offers	Anticipated Attrition in FY 2014	Desired Hires to Reshape Workforce	Planned Reduced Ceiling Staffing Levels After VERA/VSIP Offer
Office of Water	*574*	*(60)*	*(47)*	*97*	*564*

General basis for request:

- Reduce and reshape environmental program and technical positions at the GS-13 grade level and above to achieve an overall OW-wide reduction in senior graded positions and reshaping of the workforce.

- Adjust supervisory to staff ratio from 1:6 to 1:8.

- Reduce and reshape IT Specialist, GS-2210, (non-security) positions at the GS-13 level and above.

- Reshape and reduce a targeted segment of scientific/technical/programmatic positions at the GS-13 level and above in a manner that yields a workforce with skill sets aligned to the agency's highest scientific/programmatic priorities.

Region 5 Phase II VERA/VSIP Request Package

- 44 employees accepted VERA and VSIP in Phase I out of 146 offered

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Targeting 107 out of 1,093 positions in Chicago, IL.
- Of those 107 positions being targeted, will approve a maximum of 51 VERA/VSIP offers
- Based on the number of employees leaving, would like to rehire up to 25 new hires in the 0819 (Environmental Engineer) and 1301 (Environmental Scientist) series because there is a critical need for Remedial Project Coordinators and On-Scene Coordinators in the region.

General basis for request:

- Positions in the following series will be reduced or reshaped: 0260, 0028, 2210, 415, 1306, 0343, 0341, 0401, 0893, 0301, 1320, 1350, 0601, 1160, 0306, 0318, 1084, 0408, 0335, 0303 and 0301. The need for these positions throughout the Region has decreased or changed significantly.

- Region 5 has a critical need for positions in the 0819 (Environmental Engineer) and 1301 (Environmental Scientist) series. The Region plans to hire at the entry level (GS 9/11) with full performance targets of GS-12 (with the exception of Superfund) in order to meet the increasing need for general and specialized experience for the following:

    - RPMs with the skills and abilities to manage large and complicated hazardous waste site cleanups.
    - The number of OSCs in the Region has decreased substantially over the last several years. Given the high likelihood of additional retirements in the near term, hiring and training new OSCs have become a high priority for the Region.
    - 0819s and 1301s with skills and abilities in 21st century community outreach, the ability to hit the ground running with new data analysis technology and an aptitude and interest in focusing on programs such as: lead abatement; chemical safety; cleaning up communities; hazardous waste oversight; oversight of states and tribes in achieving authorization of RCRA and HSWA; assisting states and tribes to effect practical and sustainable solutions to water quality issues; implementing source water protection; and, improving wastewater treatment operations.

Region 2 Phase II VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 1/31/15
- Employees must be off the rolls by 1/9/15
- Region 2 has 817 permanent employees
- Targeting 290 positions; approving a maximum of 50 VERA/VSIP offers
- General basis for request: EPA's Region 2 will use these authorities in two main areas.

1. **Non-Supervisory GS 13/12/11 Technical & Administrative Workforce**
   We will seek to reduce and reshape a strategic targeted sub-set of the region's full performance level GS-13, 12, and 11 two-grade interval non-supervisory positions (including engineer, scientist, environmental protection specialist, public affairs specialist, congressional & intergovernmental specialist, and financial specialist positions) to achieve an overall region-wide reduction and reshaping of the workforce. To achieve our FY 15 budget target, we need to come down by 20 FTE. Up to 40 offers would be extended to the targeted component of our GS-13, 12, and 11 workforce. As detailed in later sections, the number of offers would be broken down by organizational component (division, branch or section). Presuming that the number of VERA/VSIP departures is

sufficient to bring us below our budget target, we will restructure the available vacated positions and recruit at entry levels (GS 7 and 9).

- Reshaped positions will have career ladder potential to the GS 12 or GS 13, consistent with sound classification and position management principles. The major responsibilities of the restructured positions will be described in a way that is consistent with the new skill sets required.
- We will seek candidates with skill sets best suited to work on program and technical issues that require integration of multi-media approaches, and with enhanced technology skills geared to more effectively achieving program objectives.
- Using a strategic/targeted approach, we will move away from our traditional reliance on regional and/or national level experts in narrowly-defined fields, toward a more integrated, multi-media focus.

2. **Administrative and Programmatic Support Workforce**
We will continue on the path we embarked on in our previous VERA/VSIP plan to downsize our administrative and programmatic support workforce. Nine administrative support employees accepted the previous V/V offer (and several others left outside of V/V), and we are in the process of restructuring our remaining administrative support positions. In expectation of achieving further reductions, we will again target secretary, office assistant and accounting technician positions to help achieve our long term restructuring goals that include:

- Pooling each division's resources to address imbalances across branches and realigning the placement of existing administrative support staff to address imbalances across divisions; and
- Utilizing a small number of the vacated positions to hire personnel with expertise to address growing needs in records management, budget execution and eDiscovery.

Region 10 Phase II VERA/VSIP Request Package

- Requesting VERA and VSIP authorities through 4/30/15
- Employees must be off the rolls by 4/30/15
- Participated in Phase I: 299 targeted positions; 23 out of 60 offers were accepted
- R10 has 535 permanent employees: targeting 350 positions; will approve a maximum of 60 VERA/VSIP offers
- General basis for request:
    - Reshape environmental program positions in scientific and technical series;
    - Reduce and reshape Environmental Protection Specialist positions;
    - Continue to reshape administrative and technical support positions; and
    - Continue to reduce and reshape supervisor-to-staff ratio.

	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														
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32														
1														
23														
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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
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8														
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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	

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77														
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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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3														
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1														
1														

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

2														
2														
1														
1														
8														
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19														
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2														
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66														
14														
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2														
6														
4														
88														
2														
1														
17														
6														
145														
1														
2														

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

2														
686														

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

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

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

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

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

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

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

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
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302														
13														
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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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7														
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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**

1														
1														
1														
1														
1														
1														
9														
5														
1														
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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 (INCLUSIVE POOLS) by Grade												
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
42						7	2			9	9	9	0
2										0	0	0	0
13						1				1	1	1	0
2										0	0	0	0
7						3				3	3	3	0
2										0	0	0	0
1										0	0	0	0
1										0	0	0	0
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
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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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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							1			1	1	1	0
12						1				1	1	1	0
3						1				1	0	0	0
										0	0	0	0
1										0	0	0	0
5							2			2	2	2	0
2									1	1	1	1	0
1										0	0	0	0
1											0	0	0
1463	0	0	2	2	13	132	136	0	11	296	183	183	0

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

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														

VERA/VSIP Proposal
Office of Research and Development (ORD)

The Office of Research and Development is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (VERA) to reshape its workforce to place a 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.

ORD will reshape its workforce and achieve efficiencies through the following actions:

- **Restructure and consolidation of the Las Vegas workforce** to other ORD locations enabling ORD to reduce its foot print in leased space.

- **Restructure organizations to bring supervisor-to-staff ratios in line with Agency standards.** Positions vacated provide an opportunity for delayering of management and achieving organizational efficiencies.

- **Restructure highly graded, non-supervisory staff positions** (GS 14, GS 15, SES, ST, SL) into lower graded positions with the skills needed to support the science needs of the agency now and in the future. Limits will be placed on each category of non-supervisory staff to ensure that sufficient expertise is available to support the Agency's mission. This would allow us to maintain our 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.

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., 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 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 GS-15 supervisory positions would need to be filled but with different skill sets. This approach will allow OPPT to address its changing priorities. 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
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	--	--

- 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

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

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	$1,625,000 (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	$154,647,000	
B. VERA/ VSIP Payout Cost	$1,625,000	
C. Leave Payout Cost	$1,037,244	
D. Post VERA/VSIP Annual Payroll Cost	$145,657,565	
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	$8,703,000	
H. Post VERA/VSIP Annual WCF Cost	$8,221,518	
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)	$2,450,363	

A. EPM and S&T payroll (EPM and S&T payroll).
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. Anticipates all 65 staff (max offers) taking VERA/VSIP. Payroll in line A less fully loaded GS-13/5 ($138,299 x 65).
E. Assumes hiring of 30 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.

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

G. From BAS 2016 Enacted
H. Anticipates all 65 staff (max offers) taking VERA/VSIP.
I. Assumes hiring of 30 new staff at yearly WCF cost of $6,978 per employee.
J. 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	Comment s

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

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

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

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

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

25														
1														
7														
14														
3														
1														
1														
2														
7														
56														
3														
22														
10														
1														
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2														
1														
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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														
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8														
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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	

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2														
77														
1														
5														
1														
26														
1														
1														
1														
2														

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

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

2														
2														
1														
1														
8														
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6														
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7														
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426														
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19														
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2														
16														
26														
66														
14														
1														
3														
2														
6														
4														
88														
2														
1														
17														
6														
145														
1														
2														

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

2														
686														

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

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

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

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

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

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

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

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
1														
1														
3														
2														
1														
1														
1														
1														
1														
1														
1														
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302														
13														
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12														
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2														
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1														
3														
28														
11														
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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														
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59														
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10														
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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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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														
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7														
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1640-Facility Operations Services	1	1	
18-Safety and Occupational Health Management	1		
2210-Information Technology Management	1		
340-Program Management	1		
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	4	2	
403-Microbiology	1		1
408-Ecology	3	1	
415-Toxicology	1		
560-Budget Analysis	1		
819-Environmental Engineering	4	1	
854-Computer Engineering	1		
ATLANTA,GEORGIA	**2**		**2**
301-Miscellaneous Administration and Program	1		1
819-Environmental Engineering	1		1
BOSTON,MASSACHUSETTS	**4**	**1**	
1301-General Physical Science	1		
28-Environmental Protection Specialist	1	1	
401-General Natural Resources Management and Biological Sciences	1		
819-Environmental Engineering	1		
CHAPEL HILL,NORTH CAROLI	**33**	**12**	**3**
1301-General Physical Science	2	1	
1320-Chemistry	1		1
1530-Statistics	1		
2210-Information Technology Management	1	1	
318-Secretary	1	1	
341-Administrative Officer	1		
401-General Natural Resources Management and Biological Sciences	11	3	2
403-Microbiology	1	1	
404-Biological Science Technician	1	1	
601-General Health Science	9	2	
602-Medical Officer	2	2	
610-Nurse	2		
CHICAGO,ILLINOIS	**1**		**1**
1301-General Physical Science	1		1
CINCINNATI,OHIO	**313**	**83**	**56**
1035-Public Affairs	4		2
110-Economist	4	1	
1301-General Physical Science	38	10	6
1306-Health Physics	2		1
1311-Physical Science Technician	5	2	1
1315-Hydrology	2		
1320-Chemistry	23	2	3
1515-Operations Research	1		
1529-Mathematical Statistics	2	2	
1530-Statistics	2	2	
18-Safety and Occupational Health Management	1		

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

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1301-General Physical Science	1		
DENVER,COLORADO	**5**	**1**	
1301-General Physical Science	1		
301-Miscellaneous Administration and Program	1		
343-Management and Program Analysis	2		
601-General Health Science	1	1	
DULUTH,MINNESOTA	**58**	**17**	**21**
1301-General Physical Science	2	1	
1320-Chemistry	13	5	5
1640-Facility Operations Services	1		1
2210-Information Technology Management	1		
341-Administrative Officer	1		
343-Management and Program Analysis	2		1
401-General Natural Resources Management and Biological Sciences	23	5	11
404-Biological Science Technician	1	1	
408-Ecology	7	3	1
415-Toxicology	6	2	1
690-Industrial Hygiene	1		1
DURHAM,NORTH CAROLINA	**530**	**138**	**110**
101-Social Science	1		
1035-Public Affairs	4	1	1
1101-General Business and Industry	1		
1102-Contracting	1		
1301-General Physical Science	130	24	19
1306-Health Physics	3	1	
1311-Physical Science Technician	1		
1315-Hydrology	1		
1320-Chemistry	28	8	7
1350-Geology	1	1	
1399-Physical Science Student Trainee	1		
1412-Technical Information Services	2		
150-Geography	1		
1529-Mathematical Statistics	4	3	
1530-Statistics	3		1
1550-Computer Science	4		1
1640-Facility Operations Services	1	1	
180-Psychology	2		
184-Sociology	1		
2210-Information Technology Management	14	5	2
28-Environmental Protection Specialist	6	1	1
301-Miscellaneous Administration and Program	12	3	2
303-Miscellaneous Clerk and Assistant	1	1	
318-Secretary	1	1	
340-Program Management	6	2	3
341-Administrative Officer	8	4	2
343-Management and Program Analysis	55	8	27
399-Administration and Office Support Student Trainee	1		

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401-General Natural Resources Management and Biological Sciences	117	34	33
403-Microbiology	3	1	
404-Biological Science Technician	1	1	
408-Ecology	7	2	1
413-Physiology	2	1	
415-Toxicology	30	9	3
560-Budget Analysis	13	2	
601-General Health Science	16	2	
602-Medical Officer	1	1	
690-Industrial Hygiene	2		
801-General Engineering	4	1	2
802-Engineering Technical	10	5	
819-Environmental Engineering	22	9	4
830-Mechanical Engineering	2	1	
856-Electronics Technical	1	1	
858-Bioengineering and Biomedical Engineering	1		1
893-Chemical Engineering	3	3	
#N/A	1	1	
EDISON,NEW JERSEY	**8**	**5**	**2**
1301-General Physical Science	1	1	
28-Environmental Protection Specialist	1	1	
343-Management and Program Analysis	1		1
401-General Natural Resources Management and Biological Sciences	1	1	
601-General Health Science	1	1	
819-Environmental Engineering	2		1
893-Chemical Engineering	1	1	
GROSSE ILE,MICHIGAN	**2**		
819-Environmental Engineering	2		
GULF BREEZE,FLORIDA	**58**	**12**	**13**
101-Social Science	1		
1102-Contracting	2	1	
1301-General Physical Science	1		
1320-Chemistry	2	1	1
150-Geography	1		
1601-Equipment, Facilities, and Services	1		1
1640-Facility Operations Services	1		1
2001-General Supply	1		1
2210-Information Technology Management	2		1
301-Miscellaneous Administration and Program	1		1
341-Administrative Officer	1		
343-Management and Program Analysis	2	1	1
401-General Natural Resources Management and Biological Sciences	23	5	3
403-Microbiology	5	2	2
404-Biological Science Technician	1		1
408-Ecology	10	2	
415-Toxicology	1		
560-Budget Analysis	1		

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690-Industrial Hygiene	1		
GULF,FLORIDA	**1**	**1**	
401-General Natural Resources Management and Biological Sciences	1	1	
HAMPTON,VIRGINIA	**1**		**1**
819-Environmental Engineering	1		1
LAKEWOOD,COLORADO	**1**		
343-Management and Program Analysis	1		
LAS VEGAS,NEVADA	**41**	**15**	**12**
1102-Contracting	1		
1301-General Physical Science	13	6	3
1311-Physical Science Technician	1		
1320-Chemistry	7	2	2
1530-Statistics	1	1	
1550-Computer Science	1		1
1640-Facility Operations Services	1		
2210-Information Technology Management	2	1	
28-Environmental Protection Specialist	1		1
301-Miscellaneous Administration and Program	3	1	2
343-Management and Program Analysis	4	2	2
401-General Natural Resources Management and Biological Sciences	1	1	
408-Ecology	3	1	1
560-Budget Analysis	1		
690-Industrial Hygiene	1		
LENEXA,KANSAS	**1**		
1301-General Physical Science	1		
LOS ANGELES,CALIFORNIA	**3**		**2**
1301-General Physical Science	1		
1315-Hydrology	1		1
819-Environmental Engineering	1		1
NARRAGANSETT,RHODE ISLAN	**66**	**27**	**17**
1087-Editorial Assistance	1	1	
1102-Contracting	1	1	
110-Economist	2		
1301-General Physical Science	15	7	8
1311-Physical Science Technician	2		
1320-Chemistry	3	3	
1360-Oceanography	2	2	
1550-Computer Science	1	1	
1640-Facility Operations Services	2		1
2210-Information Technology Management	1	1	
301-Miscellaneous Administration and Program	1		
341-Administrative Officer	1		1
343-Management and Program Analysis	2		
401-General Natural Resources Management and Biological Sciences	19	8	5
404-Biological Science Technician	1		
408-Ecology	10	2	2
560-Budget Analysis	1	1	

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1														
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37														
13														
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3														
2														
1														
1														
1														
1														
1														
19														
1														
10														
1														

690-Industrial Hygiene	1		
NEW YORK, NEW YORK	**1**		
1301-General Physical Science	1		
NEWPORT,OREGON	**10**	**4**	
1301-General Physical Science	1		
1360-Oceanography	1		
150-Geography	1	1	
401-General Natural Resources Management and Biological Sciences	4	2	
408-Ecology	2		
482-Fish Biology	1	1	
NORWOOD,OHIO	**1**		
301-Miscellaneous Administration and Program	1		
OAKLAND,CALIFORNIA	**1**		
#N/A	1		
PHILADELPHIA,PENNSYLVANI	**1**		
819-Environmental Engineering	1		
SAN FRANCISCO,CALIFORNIA	**1**		**1**
819-Environmental Engineering	1		1
SEATTLE,WASHINGTON	**3**		**1**
343-Management and Program Analysis	1		
401-General Natural Resources Management and Biological Sciences	1		1
415-Toxicology	1		
SILVER SPRING,MARYLAND	**1**		
414-Entomology	1		
ST PAUL,MINNESOTA	**1**		
1301-General Physical Science	1		
ST PETERSBURG,FLORIDA	**1**		
408-Ecology	1		
WASHINGTON,DC	**196**	**32**	**53**
1035-Public Affairs	2		
1082-Writing and Editing	1		1
1101-General Business and Industry	2		1
1301-General Physical Science	31	4	11
1399-Physical Science Student Trainee	1		
190-General Anthropology	1		
2210-Information Technology Management	8		5
28-Environmental Protection Specialist	4	1	
301-Miscellaneous Administration and Program	18	4	6
318-Secretary	1	1	
340-Program Management	3	1	2
341-Administrative Officer	2		
343-Management and Program Analysis	56	6	13
344-Management and Program Clerical and Assistance	1		
399-Administration and Office Support Student Trainee	7		
401-General Natural Resources Management and Biological Sciences	28	9	4
403-Microbiology	1		
408-Ecology	1		

1														
1														
1														
10														
1														
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1														
4														
2														
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1														
1														
1														
171														
2														
1														
2														
29														
7														
4														
17														
1														
3														
2														
49														
1														
25														
1														
1														

415-Toxicology	1		
501-Financial Administration and Program	2		1
560-Budget Analysis	12	1	6
601-General Health Science	3		1
602-Medical Officer	1		
801-General Engineering	1	1	
819-Environmental Engineering	6	3	1
#N/A	2	1	1
WILMINGTON,NORTH CAROLIN	**1**		**1**
2210-Information Technology Management	1		1
Grand Total	**1580**	**417**	**324**

1														
2														
12														
3														
1														
5														
2														
1														
1														
1463														

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

	# of Targeted Positions by Grade*												
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers***	# to Restructure	# to Eliminate
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													
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2													
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1													
17													
7													
2													
1													
2							1			1			
5													
1													
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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													
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

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	0	0	87	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 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														
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46														
12														
16														
1														
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6														
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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														
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4														
1														
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1														
1														
1														
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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														
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8														
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3														
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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														
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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														
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1														
134														
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18														
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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														

HR Bulletin

OFFICE OF HUMAN RESOURCES

DRAFT

I. APPROVAL DATE

II. NUMBER

17-00XB

III. SUBJECT

Competitive Areas and Competitive Levels for Reduction in Force

IV. PURPOSE

This bulletin updates the U.S. Environmental Protection Agency's policy definitions for competitive areas and competitive levels for Reduction in Force.

V. DEFINITIONS

(a) *Competitive Area*: The agency's established organizational and geographic boundaries in which employees compete in a RIF.
compete in a RIF.

(b) *Competitive Level:* A group of positions in the same grade and classification series that have similar duties and other requirements. The expectation is the incumbent of one position can successfully perform the major duties of any other position in the level upon assignment to it, without loss of productivity or undue interruption (generally defined as being able to perform the job within 90 days).

(c) *Organizational Unit*: A first-level supervisory organization as defined by a single organizational code.

(d) *Functional Unit*: An organizational unit or group of organizational units which compromise a single function or group of very similar related functions.

(e) *Local Commuting Area*: The geographic area that usually constitutes one area for employment purposes. It includes any population center (or two or more neighboring ones) and

the surrounding localities in which people live and can reasonably be expected to travel back and forth daily to their usual employment.

(f) *Professional Position:* Any position classified to an occupational series which carries a positive educational requirement per the U.S. Office of Personnel Management's guidance.

(g) *Non-Professional Position*: Any position classified to an occupational series which does not carry a positive educational requirement per OPM.

(h) *Supervisory Position*: Any position that accomplishes work through the direction of other people and meets the minimum coverage under OPM's *General Schedule Supervisory Guide*.

(i) *Team Lead Position*: Any position whose primary purpose is to lead a team of employees and meets the minimum coverage under Part II of OPM's *General Schedule Leader Grade Evaluation Guide*.

VI. COVERAGE

(a) The competitive areas and competitive levels defined in this policy bulletin cover all federal civilian employees of the EPA.

(b) This policy does not cover:

(1) Employees whose appointment is required by Congress to be confirmed by, or made with the advice and consent of, the United States Senate;

(2) Reemployed annuitants, unless the appointing officer determines than an annuitant may compete under the RIF regulations;

(3) Members of the Public Health Service;

(4) Members of the Senior Executive Service;

(5) Employees in the Senior Level and Scientific and Professional pay plans (SL/ST); and

(6) Title 42 employees.

VII. ROLES AND RESPONSIBILITIES

(a) Office of Administration and Resources Management

(1) The Assistant Administrator (or designee) will approve all proposed competitive areas and competitive levels.

(b) Assistant Administrators and Regional Administrators

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(1) Will define competitive areas consistent with this policy and submit for approval.

(c) Human Resources Shared Service Centers

(1) Will define competitive levels consistent with this policy and submit for approval; and

(2) Will assign approved competitive level codes to all serviced agency positions.

(3) Will codify all approved competitive areas (three-digit alpha-numeric codes).

(d) Office of Human Resources

(1) Will issue policy regarding RIF and competitive areas and will review the agency's use of RIF procedures to ensure compliance with law and regulation.

VIII. POLICY

(a) Employees in a competitive area compete for retention under the RIF regulations only with other employees in the same competitive area.

(b) There is no minimum or maximum number of employees in a competitive area.

(c) An employee who teleworks competes in RIF on the basis of the duty station or work site documented for the employee's official position of record.

(d) The agency may not define a competitive area on the basis of other considerations (such as bargaining unit membership, grade, occupation, etc.).

(e) The agency must document any changes to competitive areas and make this information readily available to employees and OPM.

(f) Competitive levels are established based on official position descriptions rather than individual employee qualifications or job performance.

(g) Certain criteria, such as sex and probationary periods, are legally prohibited from being the basis of competitive level determinations.

(h) An employee's RIF rights are based on the actual grade of the employee's permanent official position of record, not on a retained grade that the employee is receiving based on a prior RIF or other qualifying action.

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IX. PROCEDURES

(a) The following procedures are intended to provide clarity and consistency in determining and defining competitive areas and competitive levels. Where this policy conflicts with any collective bargaining agreement in effect at the time of issue, the CBA supersedes this policy.

(b) Competitive Areas

(1) A competitive area is defined as the smallest logical functional unit within an AAship/RAship.

(2) The minimum competitive area is an organizational unit in a single commuting area that is separate from other agency organizations because of differences in operation, work function, staff, and supervisory authority.

(3) A competitive area may not extend beyond a single AAship/RAship.

(4) A competitive area may extend beyond a single commuting area if a functional unit has multiple duty locations.

(c) Competitive Levels

(1) Professional positions are categorized by functional code, a required OPM code which defines and codifies the general function of a professional position.

(2) Non-professional positions are categorized using one or more competitive level codes per series based on function. OPM classification standards and qualifications standards for each position, as well as agency organizational rosters and position descriptions, are used to identify any separate functions for these positions.

(3) Supervisory and Team Lead positions are categorized by the function of the group or team led, but are coded into separate competitive levels based on those supervisory or team lead duties.

(4) Positions requiring a special qualification such as language or licensure are coded into separate competitive levels based on that requirement.

X. RECORDS

Consult EPA's Records Management schedule at [HYPERLINK "http://www.epa.gov/records/policy/schedule/index.htm"] for detailed retention instructions:

?????

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XI. MATERIALS SUPERSEDED

EPA Order 3110.10D, *Reduction-In-Force Procedures*, Sections 7 and 8 (a), September 18, 1986

XII. AUTHORITY AND REFERENCES

(a) 5 CFR part 351, Reduction in Force

(b) *Workforce Reshaping Operations Handbook*, OPM, March 2017

(c) EPA Order 3110.10D, *Reduction-In-Force Procedures*, September 18, 1986

NAME, Branch Chief (or Acting Branch Chief)
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources

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MEMORANDUM

SUBJECT: Agency's Workforce Shaping through Voluntary Retirement and Separation Authorities (VERA/VSIP)

FROM: Mike Flynn
Acting Deputy Administrator

TO: All EPA Employees

Our agency senior leadership has begun a workforce reshaping initiative. Each program and regional office is reviewing its current organizational structure and analyzing where it can achieve efficiencies. As a result of this analysis, the agency has begun planning for the use of voluntary retirement and separation authorities (VERA/VSIP) where it makes sense and where it is aligned with these efficiencies.

VERA/VSIP can help realign our workforce to meet changing mission requirements and move toward new models of work. The authority encourages voluntary separations and helps the agency complete workforce restructuring with minimal disruption to the workforce.

During this VERA/VSIP analysis, we are considering factors such as increasing supervisor to staff ratio; consolidating support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; focusing on core business functions, programmatic priorities and STEM, and consolidating and streamlining programs and functions.

Program and regional offices are working on business cases for their respective organizations. Our Office of Human Resources staff will analyze and consolidate these business cases and forward one consolidated agency-wide business case to the Office of Personnel Management for approval in June 2017. We will be working with the agency's labor unions throughout this process and expect a limited pool of employees to be offered VERA/VSIP. Details on criteria for employees in the pool are still being worked out. Employees accepting a VERA/VSIP offer must leave the agency by early September 2017.

Please look for additional VERA/VSIP information from your organization's senior leadership very soon. In the interim, I have provided you with some helpful links below. Thank you for your continued commitment to public service. I am proud to work alongside you.

OPM' S VERA/VSIP links:

[HYPERLINK "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-early-retirement-authority/"]

[HYPERLINK "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-separation-incentive-payments/"]

EPA's VERA/VSIP link:

[HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"]

OECA VERA/VSIP Business Case
One Page Proposal
5/5/2017

OECA proposes a broad VERA/VSIP in anticipation of a consolidation of functions, delayering of management, and restructuring of organizational components to achieve both near-term workforce reductions and to establish a more efficient and focused Federal enforcement and compliance program that is aligned with the Agency's strategic direction.

OECA has faced shortfalls in extramural and other non-pay accounts over the past several years, relying on reallocation from other Agency components to be able to maintain core systems and mission support activities. A reduction in personnel, in addition to meeting short-term workforce reduction needs, may also help to offset pressure on limited extramural and other non-pay resources in the longer term.

We currently have approximately 730 headquarters employees in DC and field office locations in a wide range of job series and grades, and, as an NPM, OECA has approximately 2100 FTE in the 10 regional offices. We propose to offer VERA/VSIP buyouts to eligible employees across all job series, eliminating or restructuring positions vacated by departing employees to meet future agency and organizational needs. The maximum number of positions to be eligible by series and location will be based upon current staffing levels and anticipated organizational needs, with adjustments to be made in accordance with future restructuring efforts. Overall, we are currently considering targeting a VERA/VSIP acceptance rate of as many as 5-7% of our on-boards.

Tentative areas of workforce reshaping and restructuring:

- **Program Support Functions.** Many of OECA's components include separate human resources, financial management, contracts/grants management, and other program support functions. A number of eligible staff perform these functions; elimination and/or restructuring of some of the positions performing these functions could reduce redundancies and promote greater efficiency.

- **Delayering and Increasing Supervisory to Staff Ratios.** OECA's current ratio of supervisors to staff is approximately 1:6. Supervisory positions vacated as part of a buyout could provide an opportunity for delayering of management and restructuring of positions to reflect changes to organizational components.

- **Streamline Programmatic Functions to Reflect Priorities.** In partnership with states and tribes, OECA may be able to more narrowly focus enforcement and compliance efforts on programs where the Agency has a core federal role and further target efforts in these programs. This may result in the ability to streamline or merge some functions across organizational lines, which could improve coordination and achievement of organizational efficiencies. At Headquarters, for example, this may include a streamlining or elimination of overlapping activities/functions currently shared by multiple organizational units. While these opportunities have not yet been defined, it is anticipated that a restructuring of functions may be necessary. A broad approach to a buyout would be consistent with this effort.

June 1, 2017

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)

Budget Information

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

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

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

*Payroll amount does not include awards, overtime or comp time
Payroll is based on FY 17 authorized FTE
FY18 inflation/COLA 1.9%, FY19 inflation/COLA 1%

The Office of Land and Emergency Management (OLEM) NPM Program Efficiencies – Straw Proposal

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency's (EPA) Office of Land and Emergency Management (OLEM) is requesting approval authority through September 30, 2017 for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out).

OLEM will use these authorities to:

- Reshape its workforce to reflect changes in programmatic direction, strengthen technical programmatic expertise with appropriate skill mix, and reduce administrative support positions through efficiencies and technology;
- Streamline OLEM's national workforce by reshaping and reducing a targeted segment of positions that will yield a workforce with skill sets aligned to the Agency's highest priorities;
- Reduce and rebalance the current top-heavy GS-14/15 grade structure to create backfill opportunities for recruiting at lower grade levels;
- Reduce and restructure existing staff layers to improve organizational productivity while reducing the FTE ceiling number to reduce 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 limited number of vacancies at lower grades (GS- 7/9) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization;

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 (RCRA), the Office of Resource Conservation and Recovery (ORCR) 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 (CA) 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

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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 a 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.

Superfund:

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, 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 Coordinator (CIC) work with community members throughout the cleanup process. On-Scene Coordinators and Remedial Program 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 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 (RODs), 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.

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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

EPA is seeking to reduce, restructure and reshape its program and regional offices in ~~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 proposes to accomplish this ~~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;
- consolidat~~ioning~~ or reduce 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.

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Commented [SM2]: Suggest breaking these out to highlight the themes, rather than bury them in the middle of a paragraph. We could also change the bullets to numbers and then discuss each of the themes separately

What do you think about the idea of creating a chart that reflects the themes by program office and region (as a way to shorten the document) in conjunction with speaking to the themes themselves, rather than compiling all of the business cases together into a long document? (I do NOT envision this being as big a revision chore as it sounds, BUT it would help us reduce repetition)

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 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~~C&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

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seniority. These offers are based on an understanding that these offices will be allowed to restructure position and staff up to their AO authorized FTE ceiling.

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

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

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Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate

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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)

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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,

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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.

Commented [LH7]: Isn't this information captured in the spreadsheet? Does it need to be included here?

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 constitutes 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

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# 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

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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

Commented [HL9]: Need to add back some of the information on targeted positions.

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.

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*In OROM – the pool for 0343 positions in FACMD 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 in order 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.

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Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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

V. Office of the Chief Financial Officer

Information Required for VERA and VSIP Requests

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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. 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

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only incentive we can offer. Another 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 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 employee in an occupational series that OCFO no longer needs may 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

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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 positons. One is in the Office of Pollution Prevention and Toxics (GS-10) in Washington, DC, and 2 are in the Office of Pesticide Programs in Arlington, VA (GS-7, GS-8). All offers would be accepted.
- Reduce and restructure the work of non-supervisory Miscellaneous Administration and Program Series positions in the OCSPP IO to restructure positions with new skill sets that advance multimedia approaches and new technology. The IO will look to restructure positions requiring broader programmatic experience, communication and communication technology, and the use of collaboration tools to better support the IO senior management. The IO would evaluate and

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determine how to restructure any position prior to filling the positon. The IO has 2 GS-13 non-supervisory positions in this series in Washington, DC. All offers would be accepted.

- Reduce the number of Miscellaneous Administration and Program Series positions in OPPT's Information Management Division. The functions of OPPT have evolved with the manner and processing of submissions under the Toxic Substances Control Act (TSCA). Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OPPT would expect to fill any new FTE positions at lower grades in restructured positions. OPPT has 4 non-supervisory GS-13 positions in this series in IMD. Up to two offers would be accepted.
- Reduce and restructure the number of non-supervisory GS-15s across OCSPP. Many non-supervisory GS-15 positions were established to focus on specific programs when sufficient higher graded work was present. Program priorities have evolved over time and continue to do so and not all of these positions are currently required. Increased electronic reporting by the regulated community and automated workflows are resulting in efficiencies and changes in priority functions. OCSPP will review positions that are vacated and determine whether the work of the position is needed or whether it should be abolished. If the position is still needed, we will evaluate and determine how it will be restructured before filling. Decisions on job series, duties, grade, and promotion potential will be made after careful evaluation of the needs and priorities of the organization, current and projected staffing levels, and VERA-VSIP rules and requirements. Restructured positions will reflect new and/or different duties, different job series or a different grade level appropriate for the scope of duties for that position. OCSPP has 56 positions eligible for retirement or early retirement (this excludes one IT security position). Up to 43 offers would be accepted across many series (3 in the IO; 22 in OPPT, 15 in OPP (see the next bullet), and 3 in the Office of Science Coordination and Policy). Positions are located in Washington, DC, Arlington, VA, Chicago, IL and Ft. Meade, MD.
- Reduce the number of OPP supervisory positions by restructuring branches in two OPP divisions. These new structures will consolidate functions across several branches to increase efficiency and 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).

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

Budget Information

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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	

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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.

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OECA will accept VERA/VSIP applications for eligible General Schedule employees in all locations and across all job series except GS-1811 Criminal Investigators, allowing the OECA to reshape its workforce, consolidate functions, and preserve extramural funds necessary to meet core business needs.

The VERA/VSIP would encompass GS 5 – 15 positions in all locations. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

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

Through a combination of restructuring and elimination, OECA will refocus the workforce and balance extramural needs to meet changing priorities in coordination with our state and local partners. Some of OECA's components include separate administrative and program support functions which may be consolidated to reduce redundancies and promote greater efficiency. In addition, OECA may restructure compliance and enforcement activities across organizational lines to improve coordination and streamline functions. For the GS-2210 Information Technology Specialist positions, OECA will restructure 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.

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Commented [LH12]: Need to verify if the targeted 2210s include IT Security. Those are the only 2210s with DHA.

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

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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.

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

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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 in order 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.

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.

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. 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

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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	

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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 made a decision 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

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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 position 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	$ 40,685

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grade and step of the targeted pool x 240 x # of Targeted Positions}		
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

X. Office of International and Tribal Affairs

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 in order 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

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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 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.

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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

	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 hourr
	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			

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XI. Office of Land and Emergency Management

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

OLEM will use these authorities to:

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

OLEM currently employs 494 permanent employees. Of these, 112 are eligible for voluntary retirement, 134 are eligible for voluntary 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.

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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.

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(2) To offset resource reductions in prior years, efficiencies have been gained across the RCRA program due the implementation of a variety of LEAN efforts. These process improvements distill practical lessons learned and experiences contributed by federal, state, and regulated community representatives involved with many aspects of the federal hazardous waste program.

The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.

Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.

Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

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

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

Budget Information

Table A – Direct Costs for VERA/VSIP			
Total VSIP Amount	**Max # of V/V Offers**	**Annual Leave Payout**	**Total**

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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		
***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

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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.

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~~ fewer than five 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.

Commented [SM16]: Didn't ORD remove SES positions from their targeted positions?

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
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

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XIII. Office of Water

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

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

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

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

How VSIP will be used in conjunction with VERA.

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

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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 and/or Reclassify Positions
- Voluntary Retirements
- Internal and External Recruitments

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.

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$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
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	$4,184045

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

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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 - $92,302,143 - $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.

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

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

Budget Information

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

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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.

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- Consolidate and streamline functions/activities/reduce number of programs. Consolidate or Reduce Administrative or Support Functions. Please see the targeted position spreadsheet for detailed information on specific positions, series, grades and locations.

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

Budget Information

Table A – Direct Costs for VERA/VSIP	
# 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**

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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*	$ 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

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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. In order to achieve the reductions needed to implement the efficiency measures, VERA/VSIP will be offered to employees in most job series and grades within targeted levels. The Region is not proposing to reorganize as a result of VERA/VSIP however it is anticipated that reassignments and limited merit promotion actions will be required as a result of the VERA/VSIP. Future reorganizations would be based on outcomes from new initiatives and policy directions and the response to VERA/VSIP. The Region is proposing the following actions to increase efficiency and effectiveness of Agency programs and Regional operations:

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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 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.

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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
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).

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XVII. Region 4

Business Case

As Region 4 continues to acquire the skills needed to perform current and emerging technical, analytical and programmatic work of the organization, we will need skill sets that are multidisciplinary, highly analytical, creative, and flexible. Building on our FY 2014 VERA/VSIP efforts in restructuring the workforce to create a higher-performing organization, we will utilize these authorities to continue to focus on optimizing our workforce in support of the agency's and region's mission critical priorities.

The VERA and VSIP authorities will allow Region 4 to continue to garner efficiencies and better serve customers. Region 4 will align grade levels and restructure the workforce to recruit new skills and competencies in support of evolving Agency needs and mission critical core programs; and, meet technical, operational, financial, and programmatic challenges facing the organization. This will include providing training and assistance to our state counterparts and addressing critical infrastructure needs within the Region, in addition to, increasing the number of employees trained and working in core program areas (i.e., biological sciences, environmental engineering, physical sciences, and project management) while reducing certain administrative/clerical series and other functions related to non-core program work.

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

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

Region 4 continues to evaluate opportunities for consolidation or realigning resources for compliance and enforcement activities. The Region has identified opportunities to achieve near term workforce reductions to achieve a more efficient and focused enforcement and compliance program.

Region 4 will capitalize on workforce reductions to create more efficiencies by aligning with the 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

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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 {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

XVIII. Region 5

Business Case

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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. 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.

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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.

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.

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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
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

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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**

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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 are 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.

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Region 6 has identified opportunities to utilize the VERA/VSIP program to restructure and reduce many of our highly graded positions in the Region. Approximately 47% percent of the region's employees are GS-13. Region 6 has 86 non-supervisory GS-14/15 positions including attorneys. Ten of these non-supervisory attorney positions have been identified as safe positions associated with priority work.

Offering the VERA/VSIP program to all eligible staff in this population will help reduce the number of GS-14 and 15 employees, allow us to improve the distribution of work and reinvest savings in priority program areas.

4. Restructure to focus on core business functions.

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

5. Restructure to focus on STEM/programmatic priorities

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

Target:

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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*

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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
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 is requesting approval authority for the use of VERA and VSIP. 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 pay plans and 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.

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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.

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- Restructure to focus on core business functions in our regional programmatic support positions at the GS-9 through GS-15 grade levels, supervisory and non-supervisory positions, across all divisions within the Kansas and Missouri offices to more efficiently and effectively implement program objectives. Restructuring some of the positions performing these functions could reduce redundancies and promote greater efficiencies.
- Consolidate or reduce administrative or support functions positions at the GS-6 through GS-11 grade levels across all divisions in the Kansas offices to better align with current and projected workload needs. Region 7 may realign administrative support resources and combine functions to capitalize on efficiencies and for enhancing the positions with new skills and competencies. Region 7 will be in a position to pursue additional administrative support consolidation scenarios, or at the very least, will continue to consolidate the administrative support functions into fewer positions.

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

Specific Region 7 Divisional Plans:

Superfund Division.

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

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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, 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.

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

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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

[1] Maximum of 8 positions
[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.

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.

- 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.

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

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

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Consolidate and streamline functions/activities

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

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

Post-VERA/VSIP Operations

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

Following the conclusion of the VERA/VSIP separations, a reorganization plan to restructure the Public Affairs Office located within the Immediate Office of the Regional Administrator and the Infrastructure

Services Branch within the Environmental Management Division will be finalized for implementation. Additionally, the region will assess the workforce separations and implement streamlining plans to consolidate administrative support services, reduce work in non-priority areas, and reassign personnel, as necessary, to perform agency program objectives.

We anticipate processing the following personnel actions to implement restructuring plans

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

Use of VERA and VSIP

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

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

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VERA Information

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

The FY17 Region 9 workforce reduction plan targets 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

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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;

· 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. 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~~ 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. 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

	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

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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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VERA/VSIP Business Case Checklist

Region or Program Office: _____

Business Case

A brief, two-page summary that describes the circumstances leading to the request (e.g., change in Administrator priorities, de-emphasis of specific programs). Your business case must include a detailed summary of the program/region personnel and/or budgetary situation that will result in an excess of personnel due to workforce restructuring or reshaping. Review "Guiding Questions for Workforce Planning" for suggestions; example themes and justifications from past VERA/VSIP efforts are included in a separate file.

Information Required for VERA and VSIP Requests

- 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). *
- A one paragraph description of how the program/region will operate without the eliminated/restructured positions.
- A one paragraph explanation of how VSIP will be used in conjunction with VERA.

VSIP-Specific Information

- 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). *
- The number and maximum amounts of voluntary separation incentive payments to be offered (i.e., approved). *
- A proposed organizational chart displaying the expected changes in the agency's organizational structure after the agency has completed the incentive payments.

VERA-Specific Information

- Provide the total number of non-temporary employees in the agency or component of the agency undergoing change. *
- Provide the total number of non-temporary employees in the program/region who may be involuntarily separated, downgraded, transferred, or reassigned as a result of the situation.
- Verify the total number of employees in the agency/organization who are eligible for early retirement. Exclude all employees who are eligible for optional retirement. *
- Include this statement: "The estimate of the total number of employees in the agency/organization who are expected to take early retirement is_____.
- Provide a description of the types of personnel actions anticipated as a result of the program/region's need for VERA (e.g., details, reassignments, etc.). 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.

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

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	$ Amount
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}	$ Amount
Total Maximum Direct Costs	$ Sum

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost		
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost		
E. Payroll for # New Hires		
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)		
G. Pre-VERA/VSIP Annual WCF Cost		
H. Post VERA/VSIP Annual WCF Cost		
I. WCF for # New Hires		
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)		
Projected Savings with VERA/VSIP (F + J)		

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

EPA

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	2	54	24	0	0	18	6	0	0	32	19	106	51	0.35%
Consolidate or reduce administrative or support functions	5	1	234	92	0	0	24	21	0	0	62	45	325	159	1.08%
Restructure or reduce highly graded supervisory and non-supervisory positions	138	94	868.5	270	4	3	143.3	53	6	3	329	140	1488.8	563	3.83%
Restructure to focus on core business functions (administrative support)	0	0	68	46	0	0	22	9	0	0	159	64	249	119	0.81%
Restructure to focus on STEM/programmatic priorities	29	8	337.4	84.9	1	1	87.4	16.1	4	1	192	41	650.8	152	1.03%
Consolidate and streamline functions/activities/reduce number of programs	71	14	560	89	1	1	151	47	0	0	38	32	821	183	1.24%
Unknown	1	1											1	1	
Total	246	120	2121.9	605.9	6	5	445.7	152.1	10	4	812	341	3641.6	1228	8.35%
													EPA Permanent Workforce (excluding OIG) as of 5/22/17:		14707

SUMMARY

Max Offer = 8% of total workforce

Targeted Positions = 24% of total workforce

Office/Region with highest maximum offer: OLEM, Region 3, Region 6, OCFO and OARM

Office/Region with lowest maximum offer: OGC, Region 8, OAR, Region 4 and Region 9

Most impactful "Theme": Restructure or reduce highly graded supervisory and non-supervisory positions (4% of the workforce)

	Theme Max Offers	Permanent Workforce	Percentage of Workforce	Targeted Positions Max Offers	Targeted Max - Theme Max
OGC	2	228	0.9%	2	0
Region 8	8	523	1.5%	8	0
OAR	20	1137	1.8%	20	0
Region 4	26	912	2.9%	26	0
Region 9	23	731	3.1%	24	1
Region 10	19	543	3.5%	19	0
Region 2	29	782	3.7%	30	1
OCSPP	66	989	6.7%	50	-16
OW	30	580	5.2%	30	0
Region 1	36	566	6.4%	36	0
OITA	5	74	6.8%	5	0
OECA	50	722	6.9%	51	1
Region 5	82	1078	7.6%	79	-3
OCFO	26	313	8.3%	27	1
OEI	30	342	8.8%	30	0
Region 7	45	510	8.8%	45	0
ORD	184	1574	11.7%	183	-1
OARM	98	695	14.1%	98	0
AO	74	353	21.0%	65	-9
OLEM	159	494	32.2%	94	-65
Region 3	204	825	24.7%	159	-45
Region 6	136.5	736	18.5%	147	10.5
EPA	1352.5	14707	9.2%	1228	-124.5

Workfoce totals as of 5/22/2017

Revised Percentage
0.9%
1.5%
1.8%
2.9%
3.3%
3.5%
3.8%
5.1%
5.2%
6.4%
6.8%
7.1%
7.3%
8.6%
8.8%
8.8%
11.6%
14.1%
18.4%
19.0%
19.3%
20.0%
8.3%

AO

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	0	0	0	0	0	0	0	0	0	0	0	0		
Consolidate or reduce administrative or support functions	0	0	75	37	0	0	0	0	0	0	0	0	75	37	12%	AO's primary functions are inherently administrative/program management which includes a range of positions from the GS-4 to GS-15 levels.
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	64	28	0	0	0	0	0	0	0	0	64	28	10%	AO's theme is heavly focued on restructuring or reducing highly graded non-supervisory position
Restructure to focus on core business functions (administrative support)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Consolidate and streamline functions/activities/reduce number of programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total	0	0	139	65	0	0	0	0	0	0	0	0	139	65	22%	

OARM

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	0

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	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	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% 18 Max Offers - EPM 82%; Superfund 18% 6 Max Offers - EPM 50%; Superfund 50%
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%

OAR

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions	5	1	21	7				
Restructure or reduce highly graded supervisory and non-supervisory positions	8	2	3	1				
Restructure to focus on core business functions (administrative support)								
Restructure to focus on STEM/programmatic priorities	29	8	1	1				
Consolidate and streamline functions/activities/reduce number of programs								
Total	42	11	25	9	0	0	0	0

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
				0	0
				26	8
				11	3
				0	0
				30	9
				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	*OAR will accept 20 offers from either appropriation*

OCFO

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	1
Consolidate and streamline functions/activities/reduce number of programs								
Total	0	0	0	0	0	0	4	1

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	Max Offers as % of Office Workforce	Comments
				0	0		
		4	4	4	4	1.30%	
				0	0		
		20	3	20	3	1.00%	
		132	19	136	19	6.10%	
				0	0		
0	0	156	26	160	27	8.30%	

OCSPP

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions			7	5				
Restructure or reduce highly graded supervisory and non-supervisory positions			60	44				
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								
Unknown	1	1						
Total	1	1	67	49	0	0	0	0

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	Max Offers as % of Office Workforce
				0	0	
				7	5	0.50%
				60	44	6.10%
				0	0	
				0	0	
				0	0	
				1	1	
0	0	0	0	68	50	6.7%

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.

OECA

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	60	3	356	39			90	9
Total	60	3	356	39	0	0	90	9

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	Max Offers as % of Office Workforce
				0	0	
				0	0	
				0	0	
				0	0	
				0	0	
				506	51	7%
0	0	0	0	506	51	7.0%

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

OEI

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	0

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	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	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.

OGC

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	0

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	Max Offers as % of Office Workforce	Comments
				0	0		
				0	0		
				2	2		
				0	0		
				0	0		
				0	0		
0	0	0	0	2	2	1%	

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		

AO

OAR

OARM

OCFO

OCSPP

OECA

OEI

OGC

OIG
OITA
OLEM
ORD

OITA

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
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	0

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	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	6	5	7%	

OLEM

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions							2	2
Restructure or reduce highly graded supervisory and non-supervisory positions			158	56			17	11
Restructure to focus on core business functions (administrative support)								
Restructure to focus on STEM/programmatic priorities							1	1
Consolidate and streamline functions/activities/reduce number of programs			2	2			26	14
Total	0	0	160	58	0	0	46	28

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	Max Offers as % of Office Workforce	Comments
				0	0		
				2	2		
5	2	8	6	188	75		
				0	0		
				1	1		
				28	16		
5	2	8	6	219	94	32%	

ORD

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)	2	2	0	0	0	0	0	0
Consolidate or reduce administrative or support functions	0	0	0	0	0	0	0	0
Restructure or reduce highly graded supervisory and non-supervisory positions	120	90	0	0	0	0	1	1
Restructure to focus on core business functions (administrative support)	0	0	0	0	0	0	0	0
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	11	11	0	0	0	0	1	1
Total	133	103	0	0	0	0	2	2

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	Max Offers as % of Office Workforce	Comments
0	0	5	4	7	6	0.36%	Supv <=5
0	0	0	0	0	0	0.00%	
1	1	83	58	205	150	8.97%	Non-Supv 14-SES
0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0.00%	
0	0	15	15	27	27	1.61%	Vegas
1	1	103	77	239	183	10.94%	

OW

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions			77	6				
Restructure or reduce highly graded supervisory and non-supervisory positions			86	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	391	30	0	0	0	0

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	Max Offers as % of Office Workforce	Comments
				0	0		
				77	6	13.3%	
				86	7	15.2%	
				0	0		
				131	10	22.6%	
				97	7	16.7%	
0	0	0	0	391	30	5.0%	

Region 1

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

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	Max Offers as % of Office Workforce
				0	0	0.0%
		5	3	9	5	0.9%
		18	5	27	12	2.1%
		3	2	3	2	0.4%
		46	8	73	17	3.0%
				0	0	0.0%
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

Region 2

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
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)								
Consolidate or reduce administrative or support functions		0	5	5			8	8
Restructure or reduce highly graded supervisory and non-supervisory positions		0	54	5		0	10	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		0	9	6		0		0
Total	0	0	68	16	0	0	18	10

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	Max Offers as % of Office Workforce	Comments
				0	0		
		2	2	15	15		
	0	16	2	80	9		
				0	0		
				0	0		
	0				6		
0	0	18	4	104	30	4%	

Region 3

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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	35	12	0	0	15	5
Consolidate or reduce administrative or support functions	0	0	22	11	0	0	13	10
Restructure or reduce highly graded supervisory and non-supervisory positions	0	0	143	45	2	2	60	20
Restructure to focus on core business functions (administrative support)	0	0	24	9	0	0	21	8
Restructure to focus on STEM/programmatic priorities	0	0	0	0	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs	0	0	0	0	0	0	0	0
Total	0	0	224	77	2	2	109	43

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	Max Offers as % of Office Workforce	Comments
0	0	16	10	66	27	3.28%	Includes 2 SES positions.
0	0	20	11	55	32	3.88%	
0	0	34	13	239	80	9.71%	
0	0	6	3	51	20	2.43%	
0	0	0	0	0	0	0.00%	
0	0	0	0	0	0	0.00%	
0	0	76	37	411	159	19.30%	

Region 4

Appropriation	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
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)								
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	0

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	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	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

Region 5

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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	0	0	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	49	27	1	1	16	5
Consolidate and streamline functions/activities/reduce number of programs	0	0	6	2	0	0	1	1
Total	0	0	75	46	1	1	20	8

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	Max Offers as % of Office Workforce
0	0	6	2	6	2	0.2%
0	0	6	3	12	9	0.8%
0	0	1	1	14	11	1.0%
0	0	65	11	69	14	1.3%
3	1	0	0	69	34	3.2%
0	0	12	6	19	9	0.8%
3	1	90	23	189	79	7.3%

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.

Region 6

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)			19	12	0	0	3	1
Consolidate or reduce administrative or support functions			9	6	0	0	1	1
Restructure or reduce highly graded supervisory and non-supervisory positions			31	14	0	0	18	9
Restructure to focus on core business functions (administrative support)			24	23	0	0	1	1
Restructure to focus on STEM/programmatic priorities			26	24	0	0	0	0
Consolidate and streamline functions/activities/reduce number of programs			26	27	1	1	33	22
Total	0	0	135	106	1	1	56	34

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	Max Offers as % of Office Workforce
0	0	1	1	23	14	1.9
0	0	2	2	12	9	1.2
0	0	21	2	70	25	3.3
0	0	0	0	25	24	3.2
0	0	0	0	26	24	3.2
0	0	1	1	61	51	6.7
0	0	25	6	217	147	19.4

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

Region 7

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions								
Restructure or reduce highly graded supervisory and non-supervisory positions			62	17			22	3
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	3

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	Max Offers as % of Office Workforce
				0	0	
		3	1	3	1	
		59	12	143	32	
		13	6	24	12	
				0	0	
				0	0	
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

Region 8

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions			3	2				
Restructure or reduce highly graded supervisory and non-supervisory positions			35	3	2	1	8	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	38	5	2	1	8	2

EPM=47.7
SF=12.85
Oil=0.45

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	Max Offers as % of Office Workforce	Comments
				0	0		
				3	2	0.38%	
				45	6	1.15%	
				0	0		
				0	0		
				0	0		
0	0	0	0	48	8	1.53%	

Region 9

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions			4	4				
Restructure or reduce highly graded supervisory and non-supervisory positions			2	2			1	1
Restructure to focus on core business functions (administrative support)								
Restructure to focus on STEM/programmatic priorities			47	9			56	2
Consolidate and streamline functions/activities/reduce number of programs			52	2				
Total	0	0	105	17	0	0	57	3

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	Max Offers as % of Office Workforce
		4	2	4	2	
		1	1	5	5	
				3	3	
		1	1	104	12	
				52	2	
0	0	6	4	168	24	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

Region 10

Appropriation / Theme	Science and Technology		Environmental Program and Management		Inland Oil Spill Programs		Hazardous Substance Superfund	
	# 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)								
Consolidate or reduce administrative or support functions								
Restructure or reduce highly graded supervisory and non-supervisory positions			2.5	1			2.3	1
Restructure to focus on core business functions (administrative support)			1	1				
Restructure to focus on STEM/programmatic priorities			61.4	8.9			5.4	3.1
Consolidate and streamline functions/activities/reduce number of programs			12	4				
Total	0	0	76.9	14.9	0	0	7.7	4.1

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	Max Offers as % of Office Workforce	Comments
				0	0	0%	
				0	0	0%	
				4.8	2	0.4%	
				1	1	0.2%	
1	0			67.8	12	2.2%	
				12	4	0.7%	
1	0	0	0	85.6	19	3.5%	

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 Justification for VERA/VSIP 2017
Confidential and Deliberative

Since 1970, EPA has pursued its mission to protect human health and the environment. To ensure we continue to meet our mission, it is imperative that OW acquire the technical skills needed to perform the current and emerging technical, analytical and programmatic work of the organization. This paired with the rapid pace of technological advances, calls for skill sets that are multidisciplinary, dynamic, highly analytical, creative, resilient, and flexible.

Previous VERA/VSIP efforts helped OW meet some of our intended goals by reducing the number of positons in over-subscribed functional areas. The VERA-VSIP authorities allowed OW to continue to look for efficiencies and achieve a better balance between the number of employees at higher grade levels. OW needs to continue to rebalance grade levels and restructure our workforce to recruit new skills and abilities to support evolving Agency needs and priorities and to meet technical, operational, financial, and programmatic challenges facing the organization.

To restructure its workforce OW will need to fill positions that demand new skills and competencies and redeploy expected efficiencies toward mission critical areas. This includes increasing the number of employees trained and working in areas such as financial analysis, environmental engineering, biological sciences, physical sciences, information technology, mathematics and statistics, while reducing administrative/clerical support.

The VERA-VSIP authorities will assist OW in shaping the organization with the necessary skills to meet changing OW priorities. We will reduce administrative/clerical positions and restructure environmental program, technical, mission support, information and operations positions primarily at the GS-13 grade level and above. OW will need to realign resources and enhance the workforce with new skill sets to either increase workload capabilities or replace positions with obsolete skills. In addition, OW may realign resources and combine functions to capitalize on efficiencies.

OW will review the positions that are vacated and determine if the position should be restructured or abolished. 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, and/or a different and grade level(s) appropriate for the scope of duties for that position. In some cases, the duties of a vacated position may be reassigned to another position.

At the regional level, we recognize that state water programs are more mature and we are fully aware of state program strengths, and that provides potential for some efficiencies in oversight. EPA has been performing differential oversight for many years, focusing our attention on states and programs to resolve concerns identified by EPA, stakeholders, or states themselves and to assist states where new program requirements may present implementation challenges. Regions have worked with states to overcome complex technical issues that contribute to permit backlogs and lead to withdrawal petitions. Taken together, this history and a

continued emphasis on approaches like differential oversight provide some opportunity for more efficient, effective use of EPA resources in the Regions and Headquarters. It also demands that EPA staff engaged in this work be in technical series with the skills necessary to add value. Depending on resources and other case-specific factors, positions vacated from this process would be restructured toward more technical series, and redirected toward program areas where State needs are greatest (differential oversight and assistance priorities) and areas where EPA has direct implementation responsibility, or the positions may be eliminated.

We will continue to assess our organizational functions and structure and make future changes based on staff attrition. This approach will allow OW to address changing programmatic mission and agency priorities.

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.

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.

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.

The Office of International and Tribal Affairs (OITA) proposes offering VERA and VSIP to its GS-13 through GS-15 non-supervisory staff in order to facilitate the consolidation of programs and functions across the organization.

OITA currently has 80.3 FTE, the majority of whom are at the GS-13 to GS-15 grade levels. We propose to offer VERA/VSIP buyouts 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. In doing so, the office will reduce the number of programs across the organization. In addition to reduced programs, we anticipate less demand for administrative support.

Tentative areas of workforce reshaping and restructuring:

- 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.

- Reducing the number of current initiatives in order to better align OITA's work with administration priorities will also reduce the number of staff needed. OITA has identified several areas of our current work that can be scaled back.

- 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.

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	$92,598,000	$92,598,000
B. VERA/ VSIP Payout Cost	$ 1,250,000	
C. Leave Payout Cost	$ 772,920	
D. Post VERA/VSIP Annual Payroll Cost	$83,448,000	$83,448,000
E. Payroll for # New Hires	$ 915,000	$ 1,830,000
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 6,212,080	$ 7,320,000
G. Pre-VERA/VSIP Annual WCF Cost	$ 3,896,200	$ 3,896,200
H. Post VERA/VSIP Annual WCF Cost	$ 3,511,200	$ 3,511,200
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 for targeted positions ($183,000 x 506).
B. $25,000 x 50.
C. Average hourly for GS-14/7 x 240 hours x 50 staff.
D. Fully loaded average payroll cost for targeted positions minus 50 ($183,000 x 456).
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 50 ($7,700 x 456).
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.

Talking Points for Senior Managers on VERA/VSIP – As of 10/31/14

Status of VERA/VSIP Packages

- Nine regional and program offices submitted VERA/VSIP packages to the Office of Personnel Management and Office of Management and Budget for approval.
- All nine packages were approved and notices were sent to all employees in Region 2, Region 5, OARM, OCSPP, ORD, OW, OSWER, OAR and OITA.

Union Outreach and Negotiations

- Discussions were held with four of the EPA's five national unions in order to finalize procedures surrounding this VERA/VSIP initiative (the other Union, ESC, represents employees that are not part of this initiative).
- The Agency successfully negotiated VERA/VSIP agreements with three unions ~~to help ensure that employees were able to take full advantage of this unique opportunity.~~
- The Agency did not reach a formal agreement with AFGE, however, AFGE employees will nevertheless be offered the same opportunity as other employees to apply. ~~negotiated at length and in good faith with AFGE, and we were disappointed that AFGE was unwilling to reach an agreement.~~
- For more detail regarding discussions with Unions over this initiative, employees should contact their Union representatives.

SSC Activities

- Each office's SSC will receive and review electronic VERA/VSIP applications from employees.
- SSCs electronically send acknowledgement notice to employees and RHROs/PMOs when an application is received.
- All applications are evaluated against eligibility criteria.
- A list of eligible employees will be sent to RHROs/PMOs.
- Employees will be notified through e-mail whether or not they were selected or not selected to receive a VERA/VSIP.
- The SSC will process two SF52s (prepared by the RHROs/PMOs) for each employee receiving a VERA/VSIP.
- Additional offers will be made to waitlisted employees based upon the number of VERA/VSIP declines that are received by January 7.

AA/RA Office Activities --Senior Leadership

- VERA/VSIP notification letters sent to all employees in organization on October 28th.
- Following distribution of notification letter to employees, hold Town Hall meetings as needed and desired.
- Evaluate, on an ongoing basis, the list of employees who are applying for a VERA/VSIP from your organization. Have discussions in both formal and informal settings with other program offices and your management team to determine the impact of departures in terms of our ability to deliver mission critical work and overarching workload issues.

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RHROs/PMOs

- As you receive notifications of employee applications for VERA/VSIP, make notations to your roster. Keep your roster updated with information related to applications approved and accepted.
- Prepare two SF52s for all employees approved for a VERA/VSIP in your organization and forward signed copies to the your SSC by ???_____

The proposed timeline for activities:

Action	Estimated Completion Date
Initial deadline for employee applications for VERA/VSIP	November 18
SSCs send eligibility lists to RHRO/PMOs	Estimated NLT December 10
Responses due back from RHRO/PMOs	December 12
Employee Selected/Non-selected Letters Sent	No later than December 17
Last date for employees who applied for and were selected to be offered a VERA/VSIP, to decline their VERA/VSIP	January 7
Open up the wait list and send new offers for the number of slots that were declined by other employees	January 7/8
Last Effective Date for Employee Separations	January 9

Why is EPA doing a second VERA/VSIP process?
The agency decided to participate in a second round of VERA/VSIPs to improve EPA's ability to attract new talent, build diversity in our staff, and provide the needed tools to protect human health and the environment.

EPA is saving millions with these buyouts, what will that saved money be used on?
Like many federal agencies, EPA needs to find ways to realign its workforce in order to ensure that it is better positioned to hire employees who have new and different skill sets required to accomplish the agency mission. Salary money that is saved as a result of VERA/VSIPs will be used so that the agency can hire individuals with skills to work across programs on cross-cutting issues, sustainability and community-based concepts.

How does EPA respond to concerns from staff that say if you buyout staff and force them to 'do more with less" you're going to see a worse-performing agency with fewer field inspections, lesser enforcement, less oversight of states with delegated authority, etc. because some work simply won't get done as more of the workload is given to a smaller number of employees.
The purpose of the VERA/VSIPs is not to deplete agency staff, but rather to ensure that the agency can hire employees that have the requisite skill set to effectively address agency priorities and mission-critical work.

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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)

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	

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}	
Total Maximum Direct Costs	

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost		
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost		
E. Payroll for # New Hires		
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)		
G. Pre-VERA/VSIP Annual WCF Cost		
H. Post VERA/VSIP Annual WCF Cost		
I. WCF for # New Hires		
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)		
Projected Savings with VERA/VSIP (F + J)		

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

- **Office of the Regional Administrator:** Reduce and reshape the Public Affairs Office by one Supervisory Public Affairs Specialist, 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 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.

- **Environmental Management Division.** Reduce and reshape the environmental management system program within the Infrastructure Branch by one Environmental Scientist, GS-1301-13 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, 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-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
- Eliminate 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 24 positions, which includes 166 permanent employees of whom 47 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

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	
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.

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

	# of Targeted Positions (Revised as of 6/6/2017) by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
71	0	0	1	1	0	0	0	0	0	2				
15										0				
1			1							1				
17										0				
1										0				
1										0				
1				1						1				
1										0				
1										0				
										0				
2										0				
16										0				
1										0				
14										0				
730	0	1	2	3	12	3.5	1.5	0	0	23				
1										0				
10										0				
2										0				
1										0				
2										0				
9										0				
1										0				
9										0				
3										0				
147					3	1				4				
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				
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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				
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3										0				
2										0				
1										0				
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1	0	0	0	0	0	0	0	0	0	0				
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2	0	0	0	0	0	0	0	0	0	0				
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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	1.5	0	0	25				

Insert Date

MEMORANDUM

SUBJECT: Voluntary Separation Incentive Payment (VSIP) and Voluntary Early Retirement Authority (VERA) Opportunities

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

TO: All Insert Region or AAship Employees

I am pleased to announce that the Office of Personnel Management (OPM) has approved our request to offer VSIP (also known as buy-out) and VERA (also known as early-out) opportunities. As our organization implements 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.

In accordance with statute and regulations, we identified for OPM the specific grades, occupational series, and geographic locations designated for VERA and VSIP, and we have received approval from OPM 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 (SCD) for leave, then on entry on duty (EOD) date - 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 Las Vegas (LV) Human Resources Shared Service Center (HR SSC) 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 LV HR SSC contacts.

If you decide to apply, you should do so early in the application period, which opens on October 27, 2014 and closes at 11:59 p.m. Eastern time on November 17, 2014. Applications will be accepted during this period using the **[HYPERLINK "http://intranet.epa.gov/rtp/2015buyout/"]**. 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 January 9, 2015.

If you do proceed with VERA or VSIP, before leaving the Agency you are required to ensure that records for which you are responsible are identified and stored in a record keeping system or transferred to your supervisor or successor. If you have any questions about your records management responsibilities, please contact your **[HYPERLINK "http://www.epa.gov/records/contact.htm"]**.

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 CHART FROM YOUR REGION/AASHIP'S VERA/VSIP PACKAGE THAT CONTAINS THE FOLLOWING AS APPROPRIATE: ORGANIZAITON, 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 January 9, 2015	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

Attachment C

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POINTS OF CONTACT

If you have questions about retirement and benefits or general questions about VERA and VSIP, please contact the Las Vegas Human Resources Shared Service Center (HR SSC) as shown below. You may also contact the LV HR SSC if you have questions about FHR Navigator (the on-line retirement annuity tool) or wish to have a retirement estimate prepared.

Email: **[HYPERLINK "mailto:Jimenez.Elaine@epa.gov"]**

Please include VERA/VSIP Request in the Subject Line

Or

Telephone: 702-798-2402

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 "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-early-retirement-authority/"]** and **[HYPERLINK "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-separation-incentive-payments/"]**. You may also view frequently asked questions at **[HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"].** If you need additional information, please call or email the LV HR SSC point of contact identified in Attachment C.
Estimating Retirement Pay	The **[HYPERLINK "https://fhrnavigator.com/frbweb/logon.do?operation=index&client=EPA"]** 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/index.htm"].** If you would like to discuss your estimated annuity or other benefits or if you would like to have the LV HR SSC 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 October 27, 2014 and closes at 11:59 pm Eastern Time on November 17, 2014. Applications submitted after 11:59 p.m. EST, November 17, 2014, will not be considered.
Application Process	**Step 1:** Go to the electronic application form at: **[HYPERLINK "http://intranet.epa.gov/rtp/2015buyout/"]** **Step 2:** Complete your application form and press submit when you have fully completed all of the blocks. If you need assistance completing the form or if you require an alternative text format, please contact the LVHR SSC as identified in Attachment C. **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 LV HR SSC will review your application and notify you of your eligibility. You should receive a notification NLT December 17, 2014. If you are eligible and your application is approved, the LV HR SSC will ask you to complete the necessary paperwork to process your separation.

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OFFICE OF GENERAL COUNSEL
VERA/VSIP 2017 Business Case

Business Case:

The Office of General Counsel (OGC) 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 Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payment (VSIP) Authority, 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 made a decision 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 position 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:

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		
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}	$ Amount	
Total Maximum Direct Costs	$ Sum	
Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost		
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost		
E. Payroll for # New Hires		
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)		
G. Pre-VERA/VSIP Annual WCF Cost		
H. Post VERA/VSIP Annual WCF Cost		
I. WCF for # New Hires		
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)		
Projected Savings with VERA/VSIP (F + J)		

	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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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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22														
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403														
17														
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36														
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1														

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

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

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

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

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

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

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

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

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

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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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56														
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79														
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1														
1														
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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	# 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 SL	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				2						2	1	1		
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									1	1	1		1	
950-Paralegal Specialist	2		1	1														
#N/A	2		2	2														
Grand Total	**228**	**37**	**51**	**183**				2					1	3	2	1	1	

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														
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														
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														
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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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2														
12														
3														
1														
5														
2														
1														
1														
1463														

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

	# of Targeted Positions by Grade													
VSIP	1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate	Comments
1														
1														
527														
1														
10														
17														
55														
1														
1														
3														
19														
130														
20														
2														
8														
1														
8														
42														
1														
142														
5														
2														
3														
5														
15														
1														
3														
1														
2														
1														
4														
2														
1														
3														
5														
1														
8														
3														
1														
2														
1														

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

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

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

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

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														
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11														
3														
33														
3														
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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														
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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														
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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														

Insert Date

MEMORANDUM

SUBJECT: Voluntary Separation Incentive Payment (VSIP) and Voluntary Early Retirement Authority (VERA) Opportunities

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

TO: All Insert Region or AAship Employees

Acting Deputy Administrator announced on June 1, 2017 that the agency had begun a workforce reshaping effort in which headquarters and regional offices were reviewing their current organizations and analyzing where they can achieve efficiencies. As a result of this analysis, the agency recently submitted a request to the Office of Personnel Management and the Office of Management and Budget to use VERA (also known as early-out) and VSIP (also known as buy-out) where it makes sense and where it is aligned with these efficiencies.

In developing the VERA/VSIP business case, the agency we considered multiple factors including increasing supervisor to staff ratio; consolidating support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; focusing on core business functions, programmatic and STEM priorities, and consolidating and streamlining programs and functions. Details on the selection criteria for employees in the pool are still being worked out.

VERA/VSIP will help us realign our workforce to meet changing mission requirements and move toward new models of work. The authority encourages voluntary separations and helps the agency complete workforce restructuring with minimal disruption to the workforce.

Please note that OPM has not approved EPA's request at this point and that any approval may be conditioned on our revising our plan. After we receive feedback from OPM and OMB on our plan, we will provide you with details on the specific grades, occupational series, and geographic locations designated for VERA and VSIP, likely sometime in July. The decision to take advantage of a VERA or VSIP is entirely voluntary. We expect a limited number of employees will be offered VERA/VSIP, and those who accept a VERA/VSIP offer must leave the agency by early September 2017.

The agency will be providing more details as they become available. In the interim, please contact…

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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. 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

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by people who have separated since the spreadsheet was generated.

- **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)

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VERA/VSIP.

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 two (2) 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.

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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.

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-1350-12 (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

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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.

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-0401-12 and GS-0401-13 (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.

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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.

ED_001372_00008212-00010

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.

ED_001372_00008212-00011

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

ED_001372_00008212-00012

VERA/VSIP Business Case Checklist: Region 9

Business Case

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

- **Office of the Regional Administrator:** Reduce and reshape the internal organizational structure of 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 restructure the organizational structure of the Infrastructure Services Branch by one Supervisory Information Technology Specialist, GS-2210-14 position and reassigning staff to rebalance and improve the organization's supervisor-to-staff ratio.

Consolidate or reduce administrative or support functions: As part of our continuing efforts 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 the 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: As part of our continuing efforts to reduce and reshape highly-graded non-supervisory workforce, we will reduce and reshape positions in the following organizations.

- **Enforcement Division.** Reduce and reshape two non-supervisory Environmental Protection Specialist, GS-028 positions including one GS-14 and one GS-15 graded positions. These positions will be restructured to lower-graded positions aligned to the agency's program

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

priorities.

- **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. As part of our efforts to reduce and reshape STEM and program specialist positions to align with new environmental program priorities, we will reduce and reshape select positions 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 reduced and restructured to lower-graded positions. Some positions will be restructured to provide the opportunity to shift STEM reassignments.

    - STEM positions including two Environmental Engineer, GS-819-13 positions and two Environmental Scientist, GS-1301-13 positions will be reduced and restructured to lower-graded positions.

- **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.

    - 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.

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

- **Office of Regional Counsel:** Reduce and reshape 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 carry out new program directions.

<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 impacting program commitments.

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

Following the conclusion of the VERA and 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 anticipant processing the following personnel actions to implement restructuring plans.

- Directed Reassignments to balance supervisor-to-staff ratios among remaining supervisors
- Directed Reassignments to align personnel to new program directions
- Detail actions pending approval of new position descriptions
- 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 near-term workforce reshaping including: improving the supervisor-to-staff ratio is designated organizations, consolidation and restructuring of administrative support positions, and restructuring of other positons including STEM and non-STEM administrative and program positions which need to be reduced and restructured to gain program efficiencies and restructure position to align with the agency's program plans and directions.

VERA Information

Region 9 employs 736 permanent employees of which 208 are eligible for VERA. For FY17, the near-term workforce reduction plan targets 23 positions. In these targeted positions, which includes XX permanent employees of which XX are eligible for VERA. The estimate of the total number of employees in the agency/organization who are expected to take early retirement is _____. Region 9 currently has XX non-temporary employees employed in the Attorney Honors, Presidential Management Fellows, and Pathway Interns who may need to be separated if we are unable to convert these positions into lower-graded permanent positions that align with regional plans to create a balanced workforce at lower-grade levels to meet future program directions.

Attachments:

- Reorganization Charts
- Targeted Positions Spreadsheet

Budget Information

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

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	
23 of Targeted Positions for VSIP x $25,000	$ 575,500.00
Annual Leave Pay Out for 23 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}	$ Amount
Total Maximum Direct Costs	$ Sum

Table B – Estimated Savings for FY 2018 through FY 2019		
	FY 2018 Estimate	FY 2019 Estimate
A. Pre-VERA/VSIP Annual Payroll Cost		
B. VERA/ VSIP Payout Cost		
C. Leave Payout Cost		
D. Post VERA/VSIP Annual Payroll Cost		
E. Payroll for # New Hires		
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)		
G. Pre-VERA/VSIP Annual WCF Cost		
H. Post VERA/VSIP Annual WCF Cost		
I. WCF for # New Hires		
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)		
Projected Savings with VERA/VSIP (F + J)		

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

Themes	R9	OA	OAR	OARM	OEI	OITA	OECA	OLEM	OCSPP	OW	OGC	ORD	OCFO	OIG
Delayering (supervisor to staff ratio)							X					X		
Consolidate or reduce administrative or support functions	X	X		X		X	X	X	X	X	X			
Restructure or reduce highly graded non-supervisory positions	X	X	X	X	X	X		X		X		X		
Restructure to focus on core business functions (administrative or support)	X			X	X						X		X	
Restructure to focus on STEM/programmatic competencies	X							X		X			X	
Restructure supervisory positions	X													
Restructure to consolidate and streamline functions/activities						X	X	X		X		X		

Themes	OA	OAR	OARM	OEI	OITA	OECA	OLEM	OCSPP	OW	OGC	ORD	OCFO	OIG
Delayering (supervisor to staff ratio)						X					X		
Consolidate or reduce administrative or support functions	X		X		X	X	X	X	X	X			
Restructure or reduce highly graded non-supervisory positions	X	X	X	X	X		X		X		X		
Restructure to focus on core business functions (admnistrative or support)			X	X						X		X	
Restructure to focus on STEM/programmatic competencies							X		X			X	
Restructure to consolidate and streamline functions/activities					X	X	X		X		X		

Voluntary Early Retirement and Voluntary Separation Incentive Authorities

April 2017

What is Voluntary Early Retirement Authority ?

VERA (or Early-Out) 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.

- Encourages voluntary separations and helps the agency complete the needed organizational change with minimal disruption to the work force.
- Eligible employees receive an immediate annuity years before they would be otherwise eligible.
- Use of the authority requires OPM approval.

VERA Eligibility

The employee must:

- Meet the minimum age and service requirements and be:
  - At least age 50 with at least 20 years of creditable federal service, or
  - Any age with at least 25 years of creditable federal service;
- Have served in a position covered by the OPM authorization for the minimum time specified by OPM (usually 30 days prior to the date of the agency request);
- Serve in a position targeted by the agency's VERA plan; and
- Separate by the close of the early-out period.

What is Voluntary Separation Incentive Payment?

VSIP (or Buy-Out) allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to $25,000 as an incentive to voluntarily separate.

- May be offered to employees who are in surplus positions or have skills that are no longer needed in the workforce and who volunteer to separate by resignation, optional retirement or by voluntary early retirement.
- Some employees may be eligible for VERA and VSIP and can take both (i.e., retire early with a lump-sum incentive).
- Use of the authority requires OPM approval.

VSIP Eligibility

The employee must:

- Be serving in an appointment without time limit;
- Be currently employed by the executive branch of the federal government for a continuous period of at least 3 years;
- Be serving in a position covered by the agency VSIP plan (i.e., in the specific geographic area, organization, series and grade); and
- Apply for and receive VSIP approval.

VSIP Ineligible

- Reemployed annuitants;
- Eligible for disability retirement;
- Have received a decision notice of involuntary separation for misconduct or poor performance;
- Previously received any VSIP from the federal government;
- Recipient of a student loan repayment during the 36-month period preceding the date of separation;
- Recipient of a recruitment or relocation incentive during the 24-month period preceding the date of separation; and
- Recipient of a retention incentive during the 12-month period preceding the date of separation.

VERA and VSIP ARE NOT!

- A short term solution for budget cuts.
- To be used for anticipated scenarios.
- For positions that have direct hire authority or are paying recruitment incentives, e.g. IT Specialist (Information Security).
- To be used to deal with employees with performance or conduct issues.

JUSTIFICATIONS MUST INCLUDE:

- Detailed summary of how the authorities will be used and the anticipated results.
- An explanation why the requested incentive(s) are an appropriate strategy for making the required workforce adjustments.
- The total number of employees expected to be affected and expected to take advantage of the incentive(s).
- Anticipated budget impact, i.e., direct and indirect costs, savings, etc.
- Detailed list of positions that will be impacted and offered the incentive(s) identified by organizational unit, geographical location, occupational category, grade level and any other relevant factors.
- An explanation of how the organization will operate without the eliminated positions.
- Current and proposed organizational charts.

THINGS TO REMEMBER

- Use the instructions in the VERA/VSIP Checklist to develop your office's business case.
- Populate the Targeted Positions Excel template provided by OHR.
- Have a plan and be specific.
- Link justification to workforce and succession plans.
- If addressing "strategic goals" explain what those are.
- Don't use phases that target age such as "maturing workforce."
- No requirement to request both VERA and VSIP.

TARGETING POSITIONS

- Target positions, not employees.
- Do not target critical positions, required positions (e.g., Budget Officer) or direct hire positions (IT Security, Contract Specialists).
  - SES positions will require additional information (e.g., does the agency plan to return the slot?)
- Targeted positions must be restructured (different grade, series, duties) or eliminated if vacated via VERA/VSIP;
  - If the targeted position must remain in the same series and FPL, OPM will request current and proposed PDs and additional information to confirm restructure.
- Can't target positions for the sole purpose of providing promotional opportunities to remaining staff.

THE PROCESS

- Program/Region completes targeted positions template and drafts business case based on parameters delineated in V/V Checklist
- Submit draft to OARM/OHR for review and feedback.
- Informal review by OPM and OMB.
- Submit package for Acting AA of OARM's approval and signature.
- Submit officially to OPM and OMB.
- Receive Approval.

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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	3	3	0	
1654-Printing Services	OARM-Cincinnati	1	1		1					1					1	1	1		
318-Secretary	OARM-Cincinnati	2	1		2			1							1	1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)	12	3	3	12					1					1	1	1		
DURHAM,NORTH CAROLINA	Total # All Series:	131	11	19	111				1		1				2	2	0	2	
201-Human Resources Management	OARM-RTP	55	3	6	44				1						1	1		1	
801-General Engineering	OARM-RTP	1	1		1						1				1	1		1	
WASHINGTON,DC	Total # All Series:	433	93	112	407	1	5	4	13	46	54	26	0	0	149	93	81	12	
1001-General Arts and Information	OROM/IO	1		1	1							1			1	1	1		Restructure, web content development and lower grade
1102-Procurement Analyst	OAM	96	19	24	90					4	13	7			24	16	16		
1106-Procurement Clerical and Technician	OAM	1	1		1		1								1	1	1		
1109-Grants Management	OGD	22	6	5	22														
	OGD/Fellowships, IAGs and SEEs Branch								3	2	1				6	2	2		
	OGD/National Policy, Training and Compliance									1	1				2	2	2		
	OGD/Suspension and Debarment										1				1	1	1		
	OGD/Grants Management Branch											1			1	1	1		
				Total 1109 Proposed:		0	0	0	3	3	3	1	0	0	10	6	6		
2210-Information Technology Management		25	1	9	25														
	OAM									5	2	1			8	8	5	3	
	OHR		1	2	4					2	1	1			4	2	2		
				Total 2210 Proposed:		0	0	0	0	7	3	2	0	0	12	10	7	3	
301-Miscellaneous Administration and Program		21	7	7	20														
	OROM/AOSD									1					1	1	1		Analytical skills
	OROM/RAPD							1							1	1	1		Restructure
	OAM							1							1	1	1		
	OHR (Conflict and Info. Management Specialist)		1	4	5					2	2	1			5	2	2		
	OALJ								1						1	1		1	
				Total 301 Proposed:		0	0	2	1	3	2	1	0	0	9	6	5	1	
303-Miscellaneous Clerk and Assistant	OHR	2	2		2		1								1	1		1	
	OGD						1								1	1	1		
306-Government Information Specialist	OAM	3	2	1	3				3						3	3	3		
318-Secretary	OAM	2	1	1	2			2							2	2	2		
326-Office Automation Clerical and Assistance		2	1		2														
	OAM						1								1	1	1		
	OHR		1		1	1									1	1		1	
				Total 326 Proposed:		1	1	0	0	0	0	0	0	0	2	2	1	1	
341-Administrative Officer	OAM	2		1	2				1						1	1	1		
342-Support Services Administration	OA	11	6	3	11				1	8	1	1			11	10	10		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	2	1	
	OROM/RAPD									1					1	1	1		Analytical skills
	OROM/AOSD											3			3	2	2		Restructure to lower grade
	OAM									1	2				3	3	3		
	OGD										1				1	1	1		
	OHR		4	5	16						14	2			16	5	5		
	OA	32	2	15	27		1		2	14	6	6			29	10	10		No Supervisory Positions Offered
				Total 343 Proposed:			1		3	16	27	12			59	25	24	1	
510-Accounting	OAM	4	1	1	4					1	3				4	2	0	2	
511-Auditing	OAM	5	2	2	5				1	3	1	1			6	4	2	2	
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	1		
Grand Total		698	121	164	643	1	5	5	14	48	55	26	0	0	154	98	84	14	

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**														

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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	3	3	0	
1654-Printing Services	OARM-Cincinnati	1	1		1					1					1	1	1		
318-Secretary	OARM-Cincinnati	2	1		2			1							1	1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)	12	3	3	12					1					1	1	1		
DURHAM,NORTH CAROLINA	Total # All Series:	131	11	19	111				1		1				2	2	0	2	
201-Human Resources Management	OARM-RTP	55	3	6	44				1						1	1		1	
801-General Engineering	OARM-RTP	1	1		1						1				1	1		1	
WASHINGTON,DC	Total # All Series:	433	93	112	407	1	5	4	13	46	54	26	0	0	149	93	82	14	
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	7			24	16	16		
1106-Procurement Clerical and Technician	OAM	1	1		1		1								1	1	1		
1109-Grants Management	OGD	22	6	5	22														
	OGD/Fellowships, IAGs and SEEs Branch								3	2	1				6	2	2		
	OGD/National Policy, Training and Compliance									1	1				2	2	2		
	OGD/Suspension and Debarment										1				1	1	1		
	OGD/Grants Management Branch											1			1	1	1		
				Total 1109 Proposed:		0	0	0	3	3	3	1	0	0	10	6	6		
2210-Information Technology Management		25	1	9	25														
	OAM									5	2	1			8	8	5	3	
	OHR		1	2	4					2	1	1			4	2	2		
				Total 2210 Proposed:		0	0	0	0	7	3	2	0	0	12	10	7	3	
301-Miscellaneous Administration and Program		21	7	7	20														
	OROM/AOSD									1					1	1	1		Analytical skills
	OROM/RAPD							1							1	1	1	1	Restructure
	OAM							1							1	1	1		
	OHR (Conflict and Info. Management Specialist)		1	4	5					2	2	1			5	2	2		
	OALJ								1						1	1		1	
				Total 301 Proposed:		0	0	2	1	3	2	1	0	0	9	6	5	2	
303-Miscellaneous Clerk and Assistant	OHR	2	2		2		1								1	1		1	
	OGD						1								1	1	1		
306-Government Information Specialist	OAM	3	2	1	3				3						3	3	3		
318-Secretary	OAM	2	1	1	2			2							2	2	2		
326-Office Automation Clerical and Assistance		2	1		2														
	OAM						1								1	1	1		
	OHR		1		1	1									1	1		1	
				Total 326 Proposed:		1	1	0	0	0	0	0	0	0	2	2	1	1	
341-Administrative Officer	OAM	2		1	2				1						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	2	1	
	OROM/RAPD									1					1	1	1		Analytical skills
	OROM/AOSD											3			3	2	2		Restructure to lower grade
	OAM									1	2				3	3	3		
	OGD										1				1	1	1		
	OHR		4	5	16						14	2			16	5	5		
	OA	32	2	15	27		1		2	14	6	6			29	10	10		No Supervisory Positions Offered
				Total 343 Proposed:			1		3	16	27	12			59	25	24	1	
510-Accounting	OAM	4	1	1	4					1	3				4	2	0	2	
511-Auditing	OAM	5	2	2	5				1	3	1	1			6	4	2	2	
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	1		
Grand Total		698	121	164	643	1	5	5	14	48	55	26	0	0	154	98	85	16	

OARM	OARM Office/Division	Grade	Employee Name	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
CINCINNATI,OHIO	**Total # All Series:**			**3**	**3**		
1654-Printing Services	OARM-Cincinnati/Facilities Management and Services Division	13	(b)(6)	1	1		
318-Secretary	OARM-Cincinnati/Facilities Management and Services Division	9		1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)/Information Resources Management Division	13		1	1		
DURHAM,NORTH CAROLINA	**Total # All Series:**			**2**	**2**		
201-Human Resources Management	OARM-RTP/Human Resources Management Division/Employee Services Section	12		1	1		
801-General Engineering	OARM-RTP/Facilities Operations Branch	14		1	1		
WASHINGTON,DC	**Total # All Series:**			**127**			
1001-General Arts and Information	OROM/IO	15		1	1	1	1
1102-Contracting (Procurement Analyst)	OAM/Acquisition Policy and Training Service Center	13		24	16		
	OAM/Acquisition Policy and Training Service Center	13					
	OAM/Management and Support Service Center	13					
	OAM/RTP Procurement Operations Division	13					
	OAM/IO	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Management Support Service Center	14					
	OAM/RTP Procurement Operations Division	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/IO	15					
	OAM/IO	15					
	OAM/IO	15					
	OAM/IO	15					
	OAM/Policy Training and Oversight Division	15					
	OAM/Policy Training and Oversight Division	15					
1106-Procurement Clerical and Technician	OAM/Management Support Service Center	7		1	1		
1109-Grants Management	OGD/Fellowships, IAGs and SEEs Branch	12		6	2		
	OGD/Fellowships, IAGs and SEEs Branch	12					
	OGD/Fellowships, IAGs and SEEs Branch	12					
	OGD/Fellowships, IAGs and SEEs Branch	13					
	OGD/Fellowships, IAGs and SEEs Branch	14					
	OGD/National Policy, Training and Compliance Division OK	13		2	2		
	OGD/National Policy, Training and Compliance Division OK	14					
	OGD/Suspension and Debarment OK	14		1	1		
	OGD/Grants Management Branch??	15		1	1		
2210-Information Technology Management	OAM/IO	13					

	OAM/IO	13	(b)(6)	8	8		
	OAM/IO	13					
	OAM/IO	13					
	OAM/IO	13					
	OAM/IO	14					
	OAM/IO	14					
	OAM/IO	15					
	OHR/ITD	13		4	2		
	OHR/ITD	13					
	OHR/ITD	14					
	OHR/ITD	15					
	Total 2210 Proposed:			**22**	**10**		
301-Miscellaneous Administration and Program	OROM/AOSD	13		1	1	1	0
	OROM/RAPD	9		1	1	1	1
	OAM/Management Support Service Center	9		1	1	1	
	OHR/ITD (Information Management Specialist	13		5	2		
	OHR/ITD (Information Management Specialist	13					
	OHR/ITD (Information Management Specialist	14					
	OHR/Employee Services Branch (Conflict Management)	14					
	OHR/IO (Executive Assistant)	15					
	OALJ	12		1	1		1
	Total 301 Proposed:			**9**	6	3	2
303-Miscellaneous Clerk and Assistant	OHR/IO	6		1	1		
	OGD/National Policy, Training and Compliance Division	8		1	1		
306-Government Information Specialist	OAM/Managemetn Support Service Center	12		3	3		
		12					
		12					
318-Secretary	OAM/Policy Training and Oversight Division	9		2	2		
	OAM/Superfund/RCRA/Regional Proc Ops Division	9					
0326-Office Automation Clerical and Assistance	OAM/Management Support Service Center	7		1	1		
	OHR/Policy, Planning and Training Division	4		1	1		
	Total 326 Proposed:			**2**	**2**		
341-Administrative Officer	OAM/IO	12		1	1		
342-Support Services Administration	OA/Headquarters Service Branch	12		11	10	11	
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Real Property Services Staff	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Operations Branch	14					
	OROM/FACMD	12		6	3	1	2
		14					
		14					
		14					
		14					
		15					
	OROM/RAPD	13		1	1	1	

343-Program and Management Analyst	OROM/AOSD	15	(b)(6)	3	2	2	
		15					
		15					
	OAM/Acquisition Policy and Training Service Center	13		3	3		
	OAM/IO	14					
	OAM/Headquarters Procurement Ops Division	14					
	OGD	14		1	1		
	OHR/Diversity and Recruitment Branch	14		16	5		
	OHR/IO	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Program Management Staff	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Policy and Accountability Branch	14					
	OHR/Employee Services Branch	14					
	OHR/Training Branch	14					
	OHR/Executive Resources Division	14					
	OHR/Diversity and Recruitment Branch	15					
	OHR/Training Branch	15					
	OHR/IO	15					
	OA/Sustainable and Transportation Solutions	7					
	OA/Headquarters Operations Branch	12		29	10	10	
	OA/Personnel Security Branch	12					
	OA/Resource Management Staff	13					
	OA/Security Management Division	13					
	OA/Physical Security and Preparedness Branch	13					
	OA/IO	13					
	OA/Resource Management Staff	13					
	OA/Facilities Management and Services Branch	13					
	OA/Headquarters Service Branch	13					
	OA/Headquarters Service Branch	13					
	OA/Physical Security and Preparedness Branch	13					
	OA/Personnel Security Branch	13					
	OA/Safety and Sustainability Division	13					
	OA/Environ, Safety, and Health Prog Branch	13					
	OA/Sustainable and Transportation Solutions	13					
	OA/Real Property Services Staff	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Resource Management Staff	14					
	OA/Real Property Services Staff	14					
	OA/Resource Management Staff	15					
	OA/Real Property Services Staff	15					
	OA/IO	15					
	OA/IO	15					
	OA/Security Management Division	15					

	OA/Safety and Sustainability Division	15	Sherell Sterling				
	Total 343 Proposed:			**59**	**25**	**14**	
510-Accounting	OAM/Financial Analysis and Oversight Service Center	13	(b)(6)	4	**2**		
		14					
		14					
		14					
511-Auditing	OAM/RTP Procurement Operations Division	12		6	**4**		
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	14					
	OAM/Financial Analysis and Oversight Service Center	15					
905-General Attorney	OROM/FACMD	14		1	**1**	**0**	**1**
1801 - Compliance Specialist	OGD/Suspension and Debarment	13		1	1		
Grand Total				**154**	**98**	**29**	**4**

The Office of Administration and Resources Management is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 Positions Template. 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 XX.

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.

- Use vacancies that become available as a result of VSIP/VERA employee separations as placement opportunities for any employees in surplus positions.
- Rebalance the current structure and recruit at lower grade and career ladder levels.

1. OARM-Research Triangle Park proposes to eliminate a 0801 General Engineer position as the engineering duties of the organization have changed as well as a 0201 Human Resources Specialist (Training) whose functions no longer constitute a full time function at the GS-12 level.

2. The Office of Human Resources will focus on restructuring positions to consolidate skills and realign employees to meet current and emerging mission and program requirements, including restructuring five highly graded 0343 Program Analyst Positions and reshaping the highly graded 0301 Conflict Management Specialist positions.

3. The Office of Administrative Law Judges seeks to eliminate one 0301 Information Management Specialist position whose work can be absorbed within the organization.

4. The Office of Resources and Operations Management will restructure one 1001 Communication Specialist Position as the work can be performed at a lower GS level.

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5. OROM has a cadre eight of highly graded 0343 – Program Analyst positions where the positions will be restructured to lower grades, of the eight positions four offers will be made (four restructured)*.
   **In OROM – the pool for 0343 positions in FACMD 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.*

6. The Office of Acquisition Management has four 0510-Accounting and six 0511-Auditing positions where 2 positions in each of these series will be eliminated. The remaining positions will be integrated into the operational divisions of OAM.

7. The Office of Grants and Debarment seeks to restructure high level 1109 Grant Specialist positions as follows:

   a. Two 1109 Grant Specialist positions in the National Policy, Training and Compliance Division that are that are no longer functioning as Grant Specialists. These positions would be restructured to lower graded 1109 positions focusing on core business functions.
   b. Restructuring of two 1109 Grant Specialist positions in the Fellowships, IAGs and SEEs branch to ensure the organization has the skills needed due to changing technology and mission needs. (Six targeted positions, two max offers).
   c. Restructuring of one 1109 Grant Specialist in the Suspension and Debarment division to another series that better meets the needs of the Division.
   d. Restructuring of one 1109 Supervisory Grants Specialist to realign grants management with Interagency Agreements to further meet the mission of the office.

8. OGD has one 0343 Program Analyst position whose work can be absorbed within the organization and restructured at a lower grade level.

9. The Office of Administration seeks to target 29 Program Analyst 0343 positions with 10 max offers for restructuring to become more aligned with up to date mission functions and duties.

10. OARM-Cincinnati proposes to restructure one 0343 Program Analyst (Records Management) to a lower grade level with a focus on core business functions. [Cinci follow-up needed]

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.

1. OHR reducing the number of surplus 2210 IT Specialist positions by two.

2. OROM proposes the restructuring of two 0301 – Miscellaneous Administration and Program Management positions to ensure the right technical and analytical skills are accounted for.

3. OROM will target one 0343 positions to be restructured where the focus will be on ensuring the right technical and analytical skills are accounted for.

4. OROM proposes the elimination of one 0905 Attorney position where the work is duplicative to the services provided by OGC.

5. OAM efforts to restructure and reshape the workforce will focus on augmenting core business services by reducing and reshaping various support positions into 1102-Contract Specialist positions. This includes restructuring a variety of support positions including, 1106 Procurement Clerical and Technician, 0301 Program Specialist and Staff Assistant, 0318 Secretary, 0326 Office Automation Clerk, 0341 Administrative Officer and highly graded 0343 Program Analysts.

6. OAM seeks to restructure five of the eight 2210 positions, eliminating three positions. As the agency moves from a model of custom application development and on site hosting, there is a need to obtain current IT skills and expertise as we move to a cloud or shared hosting environment and procure standardized systems to meet our acquisition needs. There is also a need to obtain skills in the areas of data analytics, data mining and data reporting as required by the DATA Act.

7. OAM seeks to restructure the 1102-Contracting (Procurement Analyst) into 1102-Contract Specialist. The 24 positions across OAM will also be reduced.

8. OGD would restructure one 1801 Compliance Specialist to consolidate the function to one geographic location.

9. OARM-Cincinnati proposes to restructure one 0318 Secretary to a lower grade level with a focus on core business functions.

Consolidate or reduce administrative or support functions in order 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.

1. OA proposes the restructuring of ten 0342 Support Services Specialist positions for consolidation of skills under the 1176 Building Manger Series at lower grade levels.

2. OHR has two administrative positions 0303 – Clerk and 0326 – Automation Clerk, where the work has become obsolete and these two positions will be eliminated.

3. OAM seeks to restructure 0306 Government Information Specialist positions currently doing FOIA work to focus on core business functions. The FOIA work will be consolidated centrally within OAM.

4. OGD seeks to eliminate a 0303 Miscellaneous Clerk administrative function, where the work has become obsolete.

5. OARM-Cincinnati proposes to restructure one 1645 Printing Services to a lower grade level with a focus on core business functions.

6. OROM seeks to eliminate one 0343 Program Analyst GS-12 position where the work has become obsolete due to technology and changing workforce needs.

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.

Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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

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- Internal and possible external competitive recruitments.

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The Office of Administration and Resources Management is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 150 positions: 34 positions in support job series and 116 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 Positions Template. 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 XX.

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.

- Use vacancies that become available as a result of VSIP/VERA employee separations as placement opportunities for any employees in surplus positions.
- Rebalance the current structure and recruit at lower grade and career ladder levels.

1. OARM-Research Triangle Park proposes to eliminate a 0801 General Engineer position as the engineering duties of the organization have changed as well as a 0201 Human Resources Specialist (Training) whose functions no longer constitute a full time function at the GS-12 level.

2. The Office of Human Resources will focus on restructuring positions to consolidate skills and realign employees to meet current and emerging mission and program requirements, including restructuring five highly graded 0343 Program Analyst Positions and reshaping the highly graded 0301 Conflict Management Specialist positions.

3. The Office of Administrative Law Judges seeks to eliminate one 0301 Information Management Specialist position whose work can be absorbed within the organization.

4. The Office of Resources and Operations Management will restructure one 1001 Communication Specialist Position as the work can be performed at a lower GS level.

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5. OROM has a cadre eight of highly graded 0343 – Program Analyst positions where the positions will be restructured to lower grades, of the eight positions four offers will be made (four restructured)*.
   **In OROM – the pool for 0343 positions in FACMD 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.*

6. The Office of Acquisition Management has four 0510-Accounting and six 0511-Auditing positions where 2 positions in each of these series will be eliminated. The remaining positions will be integrated into the operational divisions of OAM.

7. The Office of Grants and Debarment seeks to restructure high level 1109 Grant Specialist positions as follows:

   a. Two 1109 Grant Specialist positions in the National Policy, Training and Compliance Division that are that are no longer functioning as Grant Specialists. These positions would be restructured to lower graded 1109 positions focusing on core business functions.
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3. OROM will target one 0343 positions to be restructured where the focus will be on ensuring the right technical and analytical skills are accounted for.

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Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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

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- Internal and possible external competitive recruitments.

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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	1		
318-Secretary	OARM-Cincinnati	2	1		2			1							1	1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)	12	3	3	12					1					1	1	1		
DURHAM,NORTH CAROLINA	Total # All Series:	131	11	19	111			1	1		1				2	3			
201-Human Resources Management	OARM-RTP	55	3	6	44				1						1	1		1	
801-General Engineering	OARM-RTP	1	1		1						1				1	1		1	
WASHINGTON,DC	Total # All Series:	433	93	112	407	1	5	4	12	45	54	26	0	0	147	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	7			24	16	16		
1106-Procurement Clerical and Technician	OAM	1	1		1		1								1	1	1		
1109-Grants Management	OGD	22	6	5	22												6		
	OGD/Fellowships, IAGs and SEEs Branch								3	2	1				6	2			
	OGD/National Policy, Training and Compliance									1	1				2	2			
	OGD/Suspension and Debarment										1					1			
	OGD/Grants Management Branch											1				1			
				Total 1109 Proposed:											10	6			
2210-Information Technology Management		25	1	9	25														
	OAM									5	2	1			8	8	5	3	
	OHR		1	2	4					2	1	1			4	2	2		
				Total 2210 Proposed:						7	3	2			12	10	7	3	
301-Miscellaneous Administration and Program		21	7	7	20														
	OROM/AOSD									1					1	1	1		Analytical skills
	OROM/RAPD							1							1	1	1	1	Restructure
	OAM							1							1	1	1		
	OHR (Conflict and Info. Management Specialist)		1	4	5					2	2	1			5	2	2		
	OALJ								1						1	1		1	
				Total 301 Proposed:			0	2	1	3	2	1			9	6	5	2	
303-Miscellaneous Clerk and Assistant	OHR	2	2		2		1								1	1		1	
	OGD						1								1	1	1		
306-Government Information Specialist	OAM	3	2	1	3				3						3	3	3		
318-Secretary	OAM	2	1	1	2			2							2	2	2		
326-Office Automation Clerical and Assistance		2	1		2														
	OAM						1								1	1	1		
	OHR		1		1	1									1	1		1	
				Total 326 Proposed:		1	1								2	2	1	1	
341-Administrative Officer	OAM	2		1	2				1						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	2	1	
	OROM/RAPD									1					1	1	1		Analytical skills
	OROM/AOSD											3			3	2	2		Restructure to lower grade
	OAM									1	2				3	3	3		
	OGD										1				1	1	1		
	OHR		4	5	16						14	2			16	5	5		
	OA	32	2	15	27		1		2	14	6	6			29	10	10		No Supervisory Positions Offered
				Total 343 Proposed:					3	16	27	12			59	25	24	1	
510-Accounting	OAM	4	1	1	4					1	3				4	2	0	2	
511-Auditing	OAM	5	2	2	5				1	3	1	1			6	4	2	2	
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	5	5	10	44	52	25	0	0	154	98	84	16	

OARM	OARM Office/Division	Grade	Employee Name	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
CINCINNATI,OHIO	**Total # All Series:**			**3**	**3**		
1654-Printing Services	OARM-Cincinnati/Facilities Management and Services Division	13	(b)(6)	1	1		
318-Secretary	OARM-Cincinnati/Facilities Management and Services Division	9		1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)/Information Resources Management Division	13		1	1		
DURHAM,NORTH CAROLINA	**Total # All Series:**			**2**	**2**		
201-Human Resources Management	OARM-RTP/Human Resources Management Division/Employee Services Section	12		1	1		
801-General Engineering	OARM-RTP/Facilities Operations Branch	14		1	1		
WASHINGTON,DC	**Total # All Series:**			**127**			
1001-General Arts and Information	OROM/IO	15		1	1	1	1
1102-Contracting (Procurement Analyst)	OAM/Acquisition Policy and Training Service Center	13		24	16		
	OAM/Acquisition Policy and Training Service Center	13					
	OAM/Management and Support Service Center	13					
	OAM/RTP Procurement Operations Division	13					
	OAM/IO	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Management Support Service Center	14					
	OAM/RTP Procurement Operations Division	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Headquarters Procurement Ops Division	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/IO	15					
	OAM/IO	15					
	OAM/IO	15					
	OAM/IO	15					
	OAM/Policy Training and Oversight Division	15					
	OAM/Policy Training and Oversight Division	15					
1106-Procurement Clerical and Technician	OAM/Management Support Service Center	7		1	1		
1109-Grants Management	OGD/Fellowships, IAGs and SEEs Branch	12		6	2		
	OGD/Fellowships, IAGs and SEEs Branch	12					
	OGD/Fellowships, IAGs and SEEs Branch	12					
	OGD/Fellowships, IAGs and SEEs Branch	13					
	OGD/Fellowships, IAGs and SEEs Branch	14					
	OGD/National Policy, Training and Compliance Division OK	13		2	2		
	OGD/National Policy, Training and Compliance Division OK	14					
	OGD/Suspension and Debarment OK	14		1	1		
	OGD/Grants Management Branch??	15		1	1		
2210-Information Technology Management	OAM/IO	13					

	OAM/IO	13	(b)(6)	8	8		
	OAM/IO	13					
	OAM/IO	13					
	OAM/IO	13					
	OAM/IO	14					
	OAM/IO	14					
	OAM/IO	15					
	OHR/ITD	13		4	2		
	OHR/ITD	13					
	OHR/ITD	14					
	OHR/ITD	15					
	Total 2210 Proposed:			**22**	**10**		
301-Miscellaneous Administration and Program	OROM/AOSD	13		1	1	1	0
	OROM/RAPD	9		1	1	1	1
	OAM/Management Support Service Center	9		1	1	1	
	OHR/ITD (Information Management Specialist	13		5	2		
	OHR/ITD (Information Management Specialist	13					
	OHR/ITD (Information Management Specialist	14					
	OHR/Employee Services Branch (Conflict Management)	14					
	OHR/IO (Executive Assistant)	15					
	OALJ	12		1	1		1
	Total 301 Proposed:			**9**	6	3	2
303-Miscellaneous Clerk and Assistant	OHR/IO	6		1	1		
	OGD/National Policy, Training and Compliance Division	8		1	1		
306-Government Information Specialist	OAM/Managemetn Support Service Center	12		3	3		
		12					
		12					
318-Secretary	OAM/Policy Training and Oversight Division	9		2	2		
	OAM/Superfund/RCRA/Regional Proc Ops Division	9					
0326-Office Automation Clerical and Assistance	OAM/Management Support Service Center	7		1	1		
	OHR/Policy, Planning and Training Division	4		1	1		
	Total 326 Proposed:			**2**	**2**		
341-Administrative Officer	OAM/IO	12		1	1		
342-Support Services Administration	OA/Headquarters Service Branch	12		11	10	11	
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Real Property Services Staff	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Operations Branch	14					
	OROM/FACMD	12		6	3	1	2
		14					
		14					
		14					
		14					
		15					
	OROM/RAPD	13		1	1	1	

343-Program and Management Analyst	OROM/AOSD	15	(b)(6)	3	2	2	
		15					
		15					
	OAM/Acquisition Policy and Training Service Center	13		3	3		
	OAM/IO	14					
	OAM/Headquarters Procurement Ops Division	14					
	OGD	14		1	1		
	OHR/Diversity and Recruitment Branch	14		16	5		
	OHR/IO	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Program Management Staff	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Policy and Accountability Branch	14					
	OHR/Employee Services Branch	14					
	OHR/Training Branch	14					
	OHR/Executive Resources Division	14					
	OHR/Diversity and Recruitment Branch	15					
	OHR/Training Branch	15					
	OHR/IO	15					
	OA/Sustainable and Transportation Solutions	7					
	OA/Headquarters Operations Branch	12		29	10	10	
	OA/Personnel Security Branch	12					
	OA/Resource Management Staff	13					
	OA/Security Management Division	13					
	OA/Physical Security and Preparedness Branch	13					
	OA/IO	13					
	OA/Resource Management Staff	13					
	OA/Facilities Management and Services Branch	13					
	OA/Headquarters Service Branch	13					
	OA/Headquarters Service Branch	13					
	OA/Physical Security and Preparedness Branch	13					
	OA/Personnel Security Branch	13					
	OA/Safety and Sustainability Division	13					
	OA/Environ, Safety, and Health Prog Branch	13					
	OA/Sustainable and Transportation Solutions	13					
	OA/Real Property Services Staff	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Resource Management Staff	14					
	OA/Real Property Services Staff	14					
	OA/Resource Management Staff	15					
	OA/Real Property Services Staff	15					
	OA/IO	15					
	OA/IO	15					
	OA/Security Management Division	15					

	OA/Safety and Sustainability Division	15	(b)(6)				
	Total 343 Proposed:			59	25	14	
510-Accounting	OAM/Financial Analysis and Oversight Service Center	13		4	2		
		14					
		14					
		14					
511-Auditing	OAM/RTP Procurement Operations Division	12		6	4		
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	14					
	OAM/Financial Analysis and Oversight Service Center	15					
905-General Attorney	OROM/FACMD	14		1	1	0	1
1801 - Compliance Specialist	OGD/Suspension and Debarment	13		1	1		
Grand Total				**154**	**98**	**29**	**4**

OARM VERA/VSIP Business Case
DRAFT – 5/25/2017

The Office of Administration and Resources Management is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 Positions Template. 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.

- Use vacancies that become available as a result of VSIP/VERA employee separations as placement opportunities for any employees in surplus positions.
- Rebalance the current structure and recruit at lower grade and career ladder levels.

Commented [LL1]: Suggest deleting, do not believe we have any areas where safe positions would be used.

Commented [LH2]: What does this mean? You didn't designate any safe positions. VERA/VSIP is not to be used for placement opportunities.

1. OARM-Research Triangle Park proposes to eliminate a 0801 General Engineer position as the engineering duties of the organization have changed as well as a 0201 Human Resources Specialist (Training) whose functions no longer constitute a full time function at the GS-12 level.

2. The Office of Human Resources will focus on restructuring positions to consolidate skills and realign employees to meet current and emerging mission and program requirements, including restructuring five highly graded 0343 Program Analyst Positions and reshaping the highly graded 0301 Conflict Management Specialist positions.

3. The Office of Administrative Law Judges seeks to eliminate one 0301 Information Management Specialist position whose work can be absorbed within the organization.

4. The Office of Resources and Operations Management will restructure one 1001 Communication Specialist Position as the work can be performed at a lower GS level.
5. OROM has a cadre eight of highly graded 0343 – Program Analyst positions where the positions will be restructured to lower grades, of the eight positions four offers will be made (four restructured)*.

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**In OROM – the pool for 0343 positions in FACMD 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.*

6. The Office of Acquisition Management has four 0510-Accounting and six 0511-Auditing positions where 2 positions in each of these series will be eliminated. The remaining positions will be integrated into the operational divisions of OAM.

7. The Office of Grants and Debarment seeks to restructure highly graded ~~level~~ 1109 Grant Specialist positions as follows:

    a. Two 1109 Grant Specialist positions in the National Policy, Training and Compliance Division that are that are no longer functioning as Grant Specialists. These positions would be restructured to lower graded 1109 positions focusing on core business functions.
    b. Restructuring of two 1109 Grant Specialist positions in the Fellowships, IAGs and SEEs branch to ensure the organization has the skills needed due to changing technology and mission needs. (Six targeted positions, two max offers).
    c. Restructuring of one 1109 Grant Specialist in the Suspension and Debarment division to another series that better meets the needs of the Division.
    d. Restructuring of one 1109 Supervisory Grants Specialist to realign grants management with Interagency Agreements to further meet the mission of the office.

8. OGD has one 0343 Program Analyst position whose work can be absorbed within the organization and the position will be restructured at a lower grade level.

Commented [LH3]: Do you mean some of the higher graded work can be absorbed and the position can be restructured to a lower grade level?

9. The Office of Administration seeks to target 29 Program Analyst 0343 positions with 10 max offers for restructuring to become more aligned with up to date mission functions and duties.

    OARM-Cincinnati proposes to restructure one 0343 Program Analyst (PD #N034313). The duties of this position are primarily project officer duties for records management. These functions could be restructured and performed at a lower grade with a focus on core business functions.
~~(Records Management) to a lower grade level with a focus on core business functions.~~

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.

1. OHR reducing the number of surplus 2210 IT Specialist positions by two.

2. OROM proposes the restructuring of two 0301 – Miscellaneous Administration and Program Management positions to ensure the right technical and analytical skills are accounted for.

3. OROM will target one 0343 positions to be restructured where the focus will be on ensuring the right technical and analytical skills are accounted for.

4. OROM proposes the elimination of one 0905 Attorney position where the work is duplicative to the services provided by OGC.

5. OAM efforts to restructure and reshape the workforce will focus on augmenting core business services by reducing and reshaping various support positions into 1102-Contract Specialist positions. This includes restructuring a variety of support positions including, 1106 Procurement Clerical and Technician, 0301 Program Specialist and Staff Assistant, 0318 Secretary, 0326 Office Automation Clerk, 0341 Administrative Officer and highly graded 0343 Program Analysts.

6. OAM seeks to restructure five of the eight 2210 positions, eliminating three positions. As the agency moves from a model of custom application development and on site hosting, there is a need to obtain current IT skills and expertise as we move to a cloud or shared hosting environment and procure standardized systems to meet our acquisition needs. There is also a need to obtain skills in the areas of data analytics, data mining and data reporting as required by the DATA Act.

7. OAM seeks to restructure the 1102-Contracting (Procurement Analyst) into 1102-Contract Specialist. The 24 positions across OAM will also be reduced.

8. OGD would restructure one 1801 Compliance Specialist to consolidate the function to one geographic location.

9. OARM-Cincinnati proposes to restructure one 0318 Secretary to a lower grade level with a focus on core business functions.

Consolidate or reduce administrative or support functions in order 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.

1. OA proposes the restructuring of ten 0342 Support Services Specialist positions for consolidation of skills under the 1176 Building Manger Series at lower grade levels.

2. OHR has two administrative positions 0303 – Clerk and 0326 – Automation Clerk, where the work has become obsolete and these two positions will be eliminated.

3. OAM seeks to restructure 0306 Government Information Specialist positions currently doing FOIA work to focus on core business functions. The FOIA work will be consolidated centrally within OAM.

4. OGD seeks to eliminate a 0303 Miscellaneous Clerk administrative function, where the work has become obsolete.

5. OARM-Cincinnati proposes to restructure one 1645 Printing Services to a lower grade level with a focus on core business functions.

6. OROM seeks to eliminate one 0343 Program Analyst GS-12 position where the work has become obsolete due to technology and changing workforce needs.

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.

Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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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OARM VERA/VSIP Discussion Take-away

OROM

Division	Series	Grade	#	Outcome
FACMD	0905	14	1	Attorney services duplicative with OGC
FACMD RAPD	0343	12 13	1 1	Work is less transactional - Repurpose position to ensure the right technical and analytical skills are part of the position
FACMD AOSD	0343	14 15	1 3	Restructure positions to lower grades
AOSD OARM/IO RAPD	0301	9 12 13	1 1	Repurpose position to ensure the right technical and analytical skills are part of the position
IO	1001	15	1	Restructured position to a lower grade

OAM

Series	Grade	#	Outcome
0301 (Program Specialist and Staff Assistant)	9/12	2	Focus shifted toward contract specialist positions
0306 (FOIA Specialists)	12	3	Consolidation of FOIA functions centrally
0318 (Secretary)	9	2	Focus shifted toward contract specialist positions
0326 (Office Automation Assistant)	7	1	Focus shifted toward contract specialist positions
0341 (Administrative Officer)	12	1	Focus shifted toward contract specialist positions
0343 (Management Analyst)	14	1	Consolidation of budget functions centrally
0343 (Program Analyst)	13/14	3	Grade levels lowered and focus shifted toward contract specialist positions
Accountant	13/14	4	Grade levels lowered and repositioning the function within the organization
Auditor	12/13/14/15	6	Grade levels lowered and repositioning the function within the organization
2210	13/14/15	9	Consolidation of some IT functions centrally. Remaining positions

			backfilled at lower grade levels, and others shifted toward contract specialist positions
1102 (Procurement Analyst)	13/14/15	25	Grade levels lowered for positions backfilled, with some refocusing toward contract specialist positions
Procurement Technician	7	1	Focus shifted toward contract specialist positions

OGD

- Discontinue the current recruitment for the GIAMD Division Chief.
- Move forward with the current recruitment for the FISB Division Chief, making the selection under 'special circumstances.' There is an open certificate to make a selection.
- Retain the IT team of RMS because of ongoing development of NGGS and the other functional databases and IT needs requiring dedicated IT support (i.e., NGGS, DataMart, CADS)
- Reassign GS-14 Program Analyst from RMS to Immediate Office of OGD. The functions of the position would remain the same - performance audits (OIG, GAO) and OGD special projects.
- The Compliance Team within the National Policy, Training and Compliance Division (NPTCD) would be dedicated to policy formulation and financial audit resolution activities, rather than compliance monitoring activities.
- Staff from the Competition Advocate's office will be consolidated into NPTCD. A comprehensive analysis of workload and combining part time positions into full time equivalents on the policy and training teams.
- The current incumbent for the Competition Advocate would be reassigned as Sr. Advisor to the IO.
- Realigning budget execution and human resources functions to OROM.

Series	Grade	#	Outcome
1109	12 14 14 15	4	Positions are no longer functioning at the high GS level (e.g., GS-13 or GS-14) or no longer functioning as Grants Specialists (FOIA, Policy Specialist, etc.) Restructure to lower grades.
1712 (Training)	13	1	Work can be absorbed within the organization. Current incumbent would be reassigned to a 0343 Management and Program Analyst Position.
Administrative Assistants: 0301	 12 8	 1 1	Utilize SEE grantees for stop-gap administrative needs.
0343	15	1	Work can be absorbed within the organization. Current incumbent would be reassigned to a lower graded 0343 Management and Program Analyst Position.

OHR

- Reduce the number of non-supervisory positions for specific occupational series and grade levels (e.g., 7 non-supervisory GS-15s).
- Reduce the number of employees in specific occupational series.
- Consolidate skills and realign employees to meet current and emerging mission and program requirements.
- Restructure positions to address skill/competency gaps and achieve greater workforce balance (grade levels) in the 0201 series (HR Specialist).
- Evaluate positions in training that are form processing centered. (These positions are actually 201's. We could repurpose those positions into other parts of OHR)

Series	Grade	#	Outcome
0343 (Management and Program Analysts)	14 15	13 3	Reduce the number of higher graded, non-supervisory positions; reshape the workforce to rebalance occupational series and grade levels.
2210 IT Specialists	13 14 15	2 1 1	Reduce the number of surplus positions resulting from change in mission requirements.
0303 General Clerk	06	1	Eliminate obsolete position and restructure/realign work.
0326 Office Automation Clerk	04	1	Eliminate obsolete position and restructure/realign work.
0301 Conflict Management	13 14 15	2 2 1	Reduce the number of higher graded, non-supervisory positions; reshape the workforce to meet mission and program requirements.

OA

- Outsourcing of in-house printing (currently large contracts on the printing equipment).
- Not targeting professional series or managers.

Series	Grade	#	Outcome
0342 – Support Services Specialist	12 13 14	1 8 1	Reshape the workforce and consolidate skills under the GS-1176 Building Manager Series at lower grades (GS-09/GS-12).
0343	12 13 14 15	10	Reshape current workforce to address competency gaps. Recruit new staff with critical knowledge, skills and abilities in current and new job series to create a higher performing organization.

RTP

Series	Grade	#	Outcome
0801 – General Engineer	14	1	The position will be eliminated and the work absorbed by lower graded engineers. The engineering needs of the organization have changed and there is not sufficient engineering work at this level to sustain the position into the future. The engineering staff will be reshaped and any remaining duties of this position will be absorbed by a lower graded specialist or the Engineering Chief
0201	12	1	This position will be eliminated and the work absorbed by other HR specialists in the organization. The services provided by this position relative to training no longer constitute a full time function at the GS-12 level. The training functions will be absorbed by existing lower graded specialists in the Employee Services Section. Peripheral functions of Worker's Compensation and leave bank/administration will be moved to existing staff in the Management Services Section.

Cincinnati

Series	Grade	#	Outcome
0343 (Records Management Position)	13	1	Position will be restructured to a lower grade and any remaining duties of the original position would be absorbed by existing IRMD staff.
0318	9	1	Position to be restructured in the FMSD Division.
1654 (Printing)	13	1	Position will be restructured to a GS-11/12. The primary role of this position would be restructured/ reinvested with duties relevant to the core mission functions.

OALJ

(1) Information Management Specialist – work could be performed at a lower level, but position is needed.

EAB

Upon review, the Board's assessment is that the current Board organization, structure, and staffing are necessary to meet applicable legal requirements. The Board's functions and positions are not duplicative or interchangeable with other organizations or functions within the Agency.

OARM VERA/VSIP Discussion Take-away

OROM

Division	Series	Grade	#	Outcome
FACMD	0905	14	1	Attorney services duplicative with OGC
FACMD RAPD	0343	12 13	1 1	Work is less transactional - Repurpose position to ensure the right technical and analytical skills are part of the position
FACMD AOSD	0343	14 15	1 3	Restructure positions to lower grades
AOSD RAPD	0301	9 13	1 1	Repurpose position to ensure the right technical and analytical skills are part of the position
IO	1001	15	1	Restructured position to a lower grade

OAM

Series	Grade	#	Outcome
0301	9/12	2	
0306		1	
FOIA Specialists		3	Consolidation of FOIA Efforts
0318		2	
0343 (Management Analyst)		1	
0343 (Program Analyst)		3	
Accountant		4	Accounting work would become embedded in the organization
Auditor		6	Audit work would become embedded in the organization
2210		9	
1102 (Procurement Analyst)	13/14/15	25	Focus on Contracts Specialists
Procurement Technician		1	

OGD

- Discontinue the current recruitment for the GIAMD Division Chief.
- Move forward with the current recruitment for the FISB Division Chief. If it is determined that the best qualified candidate is an external candidate, OGD will request to make the making the selection ion under 'special circumstances.' There is an open certificate to make a selection.
- Retain the IT team of RMS because of ongoing development of NGGS and the other functional databases and IT needs requiring dedicated IT support (i.e., NGGS, DataMart, CADS)
- Reassign GS-14 Program Analyst from RMS to Immediate Office of OGD. The functions of the position would remain the same - performance audits (OIG, GAO) and OGD special projects.
- The Compliance Team within the National Policy, Training and Compliance Division (NPTCD) would be dedicated to policy formulation and financial audit resolution activities, rather than compliance monitoring activities.
- ~~Staff from the Competition Advocate's office will be consolidated into NPTCD. A comprehensive analysis of workload and combining part time positions into full time equivalents on the policy and training teams.~~
- ~~The current incumbent for the Competition Advocate would be reassigned as Sr. Advisor to the IO.~~
- Realigning budget execution and human resources functions to OROM.

Series	Grade	#	Outcome
1109	12 14 14 15	4	Positions are no longer functioning at the high GS level (e.g., GS-13 or GS-14) or no longer functioning as Grants Specialists (FOIA, Policy Specialist, etc.) Restructure to lower grades.
1712 (Training)	13	1	Work can be absorbed within the organization. Current incumbent would be reassigned to a 0343 Management and Program Analyst Position.
Administrative Assistants: 0301	 12 8	 1 1	Utilize SEE grantees for stop-gap administrative needs.
0343	15	1	

OHR

- 8 non-supervisory GS-15s.
- Evaluate positions in training that are form processing centered.

Series	Grade	#	Outcome
0343 (Management and Program Analysts)	14 15	13 5	
2210	13 14 15	2 1 1	
0303	06	1	
0326	04	1	
0301	13 14 15	2 2 1	

OA

- Outsourcing of in-house printing (currently large contracts on the printing equipment).
- Restructuring of 2210 positions.
- Not targeting professional series or managers.

Series	Grade	#	Outcome
0342 – Support Services Specialist	12 13 14	1 8 1	Reshape the workforce and consolidate skills under the GS-1176 Building Manager Series at lower grades (GS-09/GS-12).
0343	12 13 14 15	10	Reshape current workforce to address competency gaps. Recruit new staff with critical knowledge, skills and abilities in current and new job series to create a higher performing organization.

RTP

Series	Grade	#	Outcome
0801 – General Engineer	14	1	The position will be eliminated and the work absorbed by lower graded engineers. The engineering needs of the organization have changed and there is not sufficient engineering work at this level to sustain the position into the future. The engineering staff will be reshaped and any remaining duties of this position will be absorbed by a lower graded specialist or the Engineering Chief
0201	12	1	This position will be eliminated and the work absorbed by other HR specialists in the organization. The services provided by this position relative to training no longer constitute a full time function at the GS-12 level. The training functions will be absorbed by existing lower graded specialists in the Employee Services Section. Peripheral functions of Worker's Compensation and leave bank/administration will be moved to existing staff in the Management Services Section.

Cincinnati

Series	Grade	#	Outcome
0343 (Records Management Position)	13	1	Position will be restructured to a lower grade and any remaining duties of the original position would be absorbed by existing IRMD staff.
0318	9	1	Position to be restructured in the FMSD Division.
1654 (Printing)	13	1	Position will be restructured to a GS-11/12. The primary role of this position would be restructured/ reinvested with duties relevant to the core mission functions.

OALJ

(1) Information Management Specialist – work could be performed at a lower level, but position is needed.

EAB

Upon review, the Board's assessment is that the current Board organization, structure, and staffing are necessary to meet applicable legal requirements. The Board's functions and positions are not duplicative or interchangeable with other organizations or functions within the Agency.

OARM VERA/VSIP Discussion Take-away

OROM

Division	Series	Grade	#	Outcome
FACMD	0905	14	1	Attorney services duplicative with OGC
FACMD RAPD	0343	12 13	1 1	Work is less transactional - Repurpose position to ensure the right technical and analytical skills are part of the position
FACMD AOSD	0343	14 15		Restructure positions to lower grades
AOSD RAPD	0301	9 13	1 1	Repurpose position to ensure the right technical and analytical skills are part of the position
IO	1001	15	1	Restructured position to a lower grade

OAM

Series	Grade	#	Outcome
0301	9/12	2	
0306		1	
FOIA Specialists		3	Consolidation of FOIA Efforts
0318		2	
0343 (Management Analyst)		1	
0343 (Program Analyst)		3	
Accountant		4	Accounting work would become embedded in the organization
Auditor		6	Audit work would become embedded in the organization
2210		9	
1102 (Procurement Analyst)	13/14/15	25	Focus on Contracts Specialists
Procurement Technician		1	

OGD

- Discontinue the current recruitment for the GIAMD Division Chief.
- Move forward with the current recruitment for the FISB Division Chief, making the selection under 'special circumstances.' There is an open certificate to make a selection.
- Retain the IT team of RMS because of ongoing development of NGGS and the other functional databases and IT needs requiring dedicated IT support (i.e., NGGS, DataMart, CADS)
- Reassign GS-14 Program Analyst from RMS to Immediate Office of OGD. The functions of the position would remain the same - performance audits (OIG, GAO) and OGD special projects.
- The Compliance Team within the National Policy, Training and Compliance Division (NPTCD) would be dedicated to policy formulation and financial audit resolution activities, rather than compliance monitoring activities.
- Staff from the Competition Advocate's office will be consolidated into NPTCD. A comprehensive analysis of workload and combining part time positions into full time equivalents on the policy and training teams.
- The current incumbent for the Competition Advocate would be reassigned as Sr. Advisor to the IO.
- Realigning budget execution and human resources functions to OROM.

Series	Grade	#	Outcome
1109		3 or 4	Positions are no longer functioning as Grants Specialists (FOIA, Investigators, etc.) Restructure to lower grades.
1712 (Training)		2	Work can be absorbed within the organization.
Administrative Assistants		2	Utilize SEE grantees for stop-gap administrative needs.

OHR

- 8 non-supervisory GS-15s.
- Evaluate positions in training that are form processing centered.

Series	Grade	#	Outcome
0343 (Management and Program Analysts)	14 15	13 5	
2210	13 14 15	2 1 1	
0303	06	1	
0326	04	1	
0301	13 14 15	2 2 1	

OA

- Outsourcing of in-house printing (currently large contracts on the printing equipment).
- Restructuring of 2210 positions.
- Not targeting professional series or managers.

Series	Grade	#	Outcome
0342 – Support Services Specialist	12 13 14	1 8 1	Reshape the workforce and consolidate skills under the GS-1176 Building Manager Series at lower grades (GS-09/GS-12).
0343	12 13 14 15	10	Reshape current workforce to address competency gaps. Recruit new staff with critical knowledge, skills and abilities in current and new job series to create a higher performing organization.

RTP

Series	Grade	#	Outcome
0801 – General Engineer	14	1	The position will be eliminated and the work absorbed by lower graded engineers. The engineering needs of the organization have changed and there is not sufficient engineering work at this level to sustain the position into the future. The engineering staff will be reshaped and any remaining duties of this position will be absorbed by a lower graded specialist or the Engineering Chief
0201	12	1	This position will be eliminated and the work absorbed by other HR specialists in the organization. The services provided by this position relative to training no longer constitute a full time function at the GS-12 level. The training functions will be absorbed by existing lower graded specialists in the Employee Services Section. Peripheral functions of Worker's Compensation and leave bank/administration will be moved to existing staff in the Management Services Section.

Cincinnati

Series	Grade	#	Outcome
0343 (Records Management Position)	13	1	Position will be restructured to a lower grade and any remaining duties of the original position would be absorbed by existing IRMD staff.
0318	9	1	Position to be restructured in the FMSD Division.
1654 (Printing)	13	1	Position will be restructured to a GS-11/12. The primary role of this position would be restructured/ reinvested with duties relevant to the core mission functions.

OALJ

(1) Information Management Specialist – work could be performed at a lower level, but position is needed.

EAB

Upon review, the Board's assessment is that the current Board organization, structure, and staffing are necessary to meet applicable legal requirements. The Board's functions and positions are not duplicative or interchangeable with other organizations or functions within the Agency.

OARM VERA/VSIP Discussion Take-away

OROM

Division	Series	Grade	#	Outcome
FACMD	0905	14	1	Attorney services duplicative with OGC
FACMD RAPD	0343	12 13	1 1	Work is less transactional - Repurpose position to ensure the right technical and analytical skills are part of the position
FACMD AOSD	0343	14 15		Restructure positions to lower grades
AOSD RAPD	0301	9 13	1 1	Repurpose position to ensure the right technical and analytical skills are part of the position
IO	1001	15	1	Restructured position to a lower grade

OAM

Series	Grade	#	Outcome
0301	9/12	2	
0306		1	
FOIA Specialists		3	Consolidation of FOIA Efforts
0318		2	
0343 (Management Analyst)		1	
0343 (Program Analyst)		3	
Accountant		4	Accounting work would become embedded in the organization
Auditor		6	Audit work would become embedded in the organization
2210		9	
1102 (Procurement Analyst)	13/14/15	25	Focus on Contracts Specialists
Procurement Technician		1	

OGD

- Discontinue the current recruitment for the GIAMD Division Chief.
- Move forward with the current recruitment for the FISB Division Chief, making the selection under 'special circumstances.' There is an open certificate to make a selection.
- Retain the IT team of RMS because of ongoing development of NGGS and the other functional databases and IT needs requiring dedicated IT support (i.e., NGGS, DataMart, CADS)
- Reassign GS-14 Program Analyst from RMS to Immediate Office of OGD. The functions of the position would remain the same - performance audits (OIG, GAO) and OGD special projects.
- The Compliance Team within the National Policy, Training and Compliance Division (NPTCD) would be dedicated to policy formulation and financial audit resolution activities, rather than compliance monitoring activities.
- Staff from the Competition Advocate's office will be consolidated into NPTCD. A comprehensive analysis of workload and combining part time positions into full time equivalents on the policy and training teams.
- The current incumbent for the Competition Advocate would be reassigned as Sr. Advisor to the IO.
- Realigning budget execution and human resources functions to OROM.

Series	Grade	#	Outcome
1109		3 or 4	Positions are no longer functioning as Grants Specialists (FOIA, Investigators, etc.) Restructure to lower grades.
1712 (Training)		2	Work can be absorbed within the organization.
Administrative Assistants		2	Utilize SEE grantees for stop-gap administrative needs.

OHR

- 8 non-supervisory GS-15s.
- Evaluate positions in training that are form processing centered.

Series	Grade	#	Outcome
0343 (Management and Program Analysts)		30	
2210		10	
Support Staff		3	

OA

- Outsourcing of in-house printing (currently large contracts on the printing equipment).
- Restructuring of 2210 positions.
- Not targeting professional series or managers.

Series	Grade	#	Outcome
0342 – Support Services Specialist	12 13 14	1 8 1	Reshape the workforce and consolidate skills under the GS-1176 Building Manager Series at lower grades (GS-09/GS-12).
0343		10	Reshape current workforce to address competency gaps. Recruit new staff with critical knowledge, skills and abilities in current and new job series to create a higher performing organization.

RTP

Series	Grade	#	Outcome
0801 – General Engineer	14	1	The position will be eliminated and the work absorbed by lower graded engineers. The engineering needs of the organization have changed and there is not sufficient engineering work at this level to sustain the position into the future. The engineering staff will be reshaped and any remaining duties of this position will be absorbed by a lower graded specialist or the Engineering Chief
0201	12	1	This position will be eliminated and the work absorbed by other HR specialists in the organization. The services provided by this position relative to training no longer constitute a full time function at the GS-12 level. The training functions will be absorbed by existing lower graded specialists in the Employee Services Section. Peripheral functions of Worker's Compensation and leave bank/administration will be moved to existing staff in the Management Services Section.

Cincinnati

Series	Grade	#	Outcome
0343 (Records Management Position)		1	Restructure to lower grade
0318		1	Restructure to a GS-09
1654 (Printing)		1	Restructure to a different function/grade

OALJ

(1) Information Management Specialist – work could be performed at a lower level, but position is needed.

EAB

Upon review, the Board's assessment is that the current Board organization, structure, and staffing are necessary to meet applicable legal requirements. The Board's functions and positions are not duplicative or interchangeable with other organizations or functions within the Agency.

Near-Term Workforce Actions

ACTION	DESCRIPTION	FTE CHANGES	COST IMPACT	TIME HORIZON TO START	AFFECTED COMPONENT(S)
VERA/VSIP Phase 1	The EPA submitted a draft VERA/VSIP package to OPM and OMB for review on June 23, 2017. The EPA seeks to reduce, restructure, and reshape programs around the following themes: delayering to increase staff to supervisor ratio; consolidate and reduce administrative or support functions; restructure or reduce highly graded supervisory and non-supervisory positions; restructure to focus on core business functions; restructure to focus on STEM/programmatic priorities; and consolidate and streamline functions, activities, and/or reduce the number of our current programs. The targeted positions are 25% of the total workforce and maximum number of offers is 8% of the total workforce.	-1227	TBD	FY 2017 Q3	All Offices and Regions at EPA, except for OIG
VERA/VSIP Phase 2	The EPA will conduct a second VERA/VSIP after the FY2018 budget is finalized by Congress. This will allow the agency to focus on areas for disinvestment and reshape the organization in line with the final FY 2018 budget.	In line with FY 2018 budget	In line with FY 2018 budget	FY 2018 Q1	In line with FY 2018 budget
Flattening the Organization	In line with the Reform Plan, EPA will reduce the supervisory layers and highly graded non-supervisory positions. This will be evlauated after the current VERA/VSIP is completed.	TBD	TBD	FY2108 Q2	TBD
Shift of Contracting Officers from the DC area	The EPA Reform Plan contains a number of proposals aimed at optimizing the contracting function at EPA. The Office of Acquisition Management consists of 193 FTE in three locations: Washington, DC; Cincinnati, OH; and Research Triangle Park, NC. In concert with our Reform Plan action to improve contracting, we are assembling a longer term plan to, through attrition, shift Contracting Officers from the Washington DC area to create larger Operation Centers in other EPA locations, such as Cincinnati, OH and Research Triangle Park, NC. This will improve our ability to retain the contracting workforce and reduce the total cost of the workforce.	0	TBD	FY 2018 Q2	Office of Administration and Resources Management
HR Shared Services	In the EPA Reform Plan, an action is outlined to further consolidate HR Shared Services from three service centers into two. This will create efficiencies in service, reduce management positions, and reduce leased space. A VERA/VSIP opportunity may be offered to prior to relocation.	-3	TBD	FY 2018 Q2	Office of Administration and Resources Management
Consolidate and Streamline ORD and Laboratories	In conjunction with our Reform Plan, EPA will evaluate the need for a VERA/VSIP offering as we incrementally relocate and consolidate laboratory locations and refine the structure of ORD and laboratory science. This could reduce the relocation cost incurred moving forward.	TBD	TBD	FY 2018 Q2	Office of Research and Development and Regions 1 through 10

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High-level Agency Reform Plan Ideas

ACTION	DESCRIPTION (the "what")	CATEGORY	MECHANISM	TIME HORIZON TO START (FY)	FTE CHANGES (optional)	IMPLICATIONS FOR OTHER AGENCIES (optional)
Streamline, Reduce, and Tailor Oversight of State Delegated Programs	EPA will recalibrate resources devoted to oversight of state delegated programs, including the role of EPA National Programs and Regions, and their respective levels of effort. EPA will recognize states as the primary implementers and enforcement authority where states have authorized delegation of federal environmental programs. EPA will review and catalog activities that statues require EPA to perform in programs delegated to states. With this information and input from the states via ECOS and individually, EPA will streamline, reduce and tailor its oversight activities. This will include providing guidance to staff on state oversight activities to move to more national consistency, ensure focus on environmental and public health benefits, reduce burden for states, and to provide additional assistance to states as needed.	Effectiveness	Administrative-EPA	FY 2018		
EPA Field Presence	After streamlining and tailoring state oversight activities, EPA will assess the best locations from which to provide key functions and services to customers. Some functions may be performed more effectively with enhanced proximity to customers while others may be more efficient, but equally effective, if consolidated. EPA will consult with other federal agencies (DOI, USDA, Commerce, DOE, USACE) about potential co-location of offices and consider cost savings from fully utilizing EPA owned space vs. leasing space for field operations.	Efficiency	Administrative-EPA	FY 2018		
Standardize Regional Organizational Structures	EPA will restructure Regional Offices to better align with our Headquarters structure, specifically to improve alignment with National Program Managers. There is significant variation in the organization of Regional Offices and a lack of alignment between NPMs and Regions, which makes it more difficult for stakeholders and those new to the agency to conduct the agency's business. The regional variation also complicates the allocation of NPM resources within the Regions.	Effectiveness	Administrative-EPA	FY 2018		
EPA will Provide Requested Flexibility in its Financial Assistance to States	EPA will reevaluate the implementation of Performance Partnership Grants (PPGs) looking to provide the maximum possible flexibility to states in utilizing these grants. Many states receive EPA program grant dollars through PPGs, which were originally intended to provide states more flexibility to apply resources to their highest priority environmental and public health problems within the legal requirements of federal grants. Through the 2015 evaluation of the National Environmental Performance Partnership Program (NEPPS), ECOS and many individual states expressed that the promised flexibility has not been realized. This effort will include providing agency-wide guidance and training for staff to ensure consistent implementation of flexibilities for states.	Effectiveness	Administrative-EPA	FY 2018		
EPA will Develop a Program to Share Expertise Among EPA/State/Tribal Governments to Build Capacity	EPA will develop a program of regular staff transfer/sharing across agencies to support capacity building and knowledge transfer amongst EPA and state environmental agencies and tribal governments. EPA has highly trained technical and program staff that can assist the states and tribes in developing and enhancing their implementation of delegated federal environmental programs and build capacity. The states and tribes have highly capable staff well versed in state, local and tribal issues and priorities. This will primarily be through a deliberate and strategic use of Interagency Personnel Agreements (IPA), which require identified long-term benefits to both the lending and receiving agencies. We will also explore providing "hotel" workstations for our state and tribal counterparts at EPA offices.	Effectiveness	Administrative-EPA	FY 2018		
Identify Opportunities to Fund Programs with Fees	EPA will identify and evaluate opportunities to fund EPA programs with fees rather than appropriations.	Efficiency	Statutory	FY 2018		
Consolidate Contract Officers and Streamline Contracting	Efficiencies will be gained by consolidating ten contracting offices into one. This consolidation will allow for a more flexible workload distribution, consistent processes, and a more responsive contracting organization. The organization will be geographically dispersed with a number of contracting centers outside the DC metro area. This unified organization will focus on improving the customer experience and expand strategic sourcing/commodity management from commodities to mission services work. Over the past several years, the agency has saved over $10M focused on the purchase of goods.	Restructure/Merge	Administrative-EPA	FY 2018		
Increase the Efficiency of Contract Officer Representative Workforce	The agency will reduce the number of individuals that hold the COR function. The current approach leads to a COR function that is spread across staff that may only perform this function periodically. By concentrating the work with a smaller number of experts, the quality of the contracting function will improve, leading to faster award times. It will also save training funds and FTE resources, since CORs are required to complete bi-annual certification training.	Effectiveness	Administrative-EPA	FY 2018		

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Flattening the Organization	Evaluate the size and scope of immediate offices across the agency to shift the workforce to program, as opposed to overhead functions. Reduce supervisory layers and highly graded non-supervisory positions.	Workforce Management	Administrative-EPA	FY 2018		
Consolidate Management Organizations	EPA will identify consolidation options that will better support the agency, lead to greater efficiency, and provide better customer service. It will also prepare the Agency for future government-wide shared services. Objectives of the organizational change would be to 1) realign the financial functions, 2) better integrate EPA's administrative systems to support streamlined business processes, and 3) reduce duplicative activities across OARM and OCFO. In the current organizational structure, key administrative policies, procedures, services, and systems are bifurcated across two NPMs. This contributes to inefficient business operations and less than optimal business practices.	Restructure/Merge	Administrative-EPA	FY 2018		
Consolidate HR Shared Services	EPA will consolidate HR shared service centers from three to two in order to improve customer service. Two of the shared service centers are located in EPA owned space: Cincinnati, OH and Research Triangle Park, NC. The third location is in commercially leased space located in Las Vegas, NV. The benefits of eliminating HR Shared Services in Las Vegas are three-fold – increased efficiency in the reduction in management positions, reduction in our space, and improved consistency of HR operations.	Restructure/Merge	Administrative-EPA	FY 2018		
Consolidate and Streamline ORD and Laboratories	EPA will realign all ORD and Regional labs so they are managed under one office and significantly shrink our footprint. EPA will look for opportunities with EPA's Program labs. This will result in more consistent and responsive science and data to support states, tribes and internal stakeholders; savings from more efficient use of laboratory space, equipment, software and licenses; and increased information sharing and collaboration among scientists. EPA will streamline existing components of ORD and flatten the organization to more effectively deploy resources to deliver best-in-class science. EPA will create a web-based portal to ensure our research results and data are easily accessible by the public and other interested parties. EPA will focus on the needs of states and tribes who lack individual capacity and resources. EPA will collaborate with other federal agencies, such as DOE and HHS, to identify opportunities to most efficiently and effectively deliver high quality science.	Restructure/Merge	Administrative-EPA	FY 2018		
Create State and Tribal "Solution Centers"	EPA will merge our intergovernmental relations activities into a new office, with State and Tribal "Solution Centers" and an International Affairs office, to more efficiently and effectively meet the needs of states and other governmental partners. As EPA prioritizes cooperative federalism and our partners' needs become more complex and their resources shrink, EPA should make it easier for states and tribes to elevate concerns and resolve problems. The new office will strengthen shared accountability, reduce reporting burden, and test the use of state ombudsmen to expedite service, while maintaining our commitment to tribes. The new office will merge the Office of Intergovernmental Relations, the Office of International and Tribal Affairs, and the Office of E-Enterprise.	Restructure/Merge	Administrative-EPA	FY 2018		
Merge Infrastructure/Communities Investments	EPA will merge its infrastructure and community assistance programs to streamline implementation and deliver maximum public health and economic results. The new office will simplify cooperation with other federal agencies, allowing us to strategically align our infrastructure investments, and help us to be more accessible and responsive to communities and the private sector. EPA has expertise with infrastructure planning – including engineering, design, financing, permitting and construction - but this expertise is scattered throughout the agency. For example, State Revolving Loan Funds (currently in two parts of OW) are used for planning, building and upgrading water and wastewater infrastructure. Brownfield grants (OLEM) are used to evaluate and restore contaminated sites to productive use, leading to transformative change in the community. The new office will also comprise WIFIA, the Sustainable Communities, and Green Infrastructure, Petroleum Brownfields, and related activities. *There will be restructuring impacts on OW and OLEM to be considered. We may want to move Homeland Security to OLEM at the same time.	Restructure/Merge	Administrative-EPA	FY 2018		
Streamline FOIA Process	EPA will streamline processing of FOIA requests. In a typical year EPA receives approximately 10,000 FOIA requests, with submissions at a significantly higher rate so far this calendar year. EPA staff spend a significant amount of time responding to these requests, and when responses are late the Agency may be subject to litigation. To significantly reduce the burden of responding the Agency will do the following: 1) Centralize intake, coordination, and requests for centralized searches for all FOIA requests to more efficiently handle similar requests and to coordinate requests that affect multiple offices. 2) Apply best practices for FOIA processing developed by programs/regions to all programs/regions to improve the efficiency of processing requests. 3) Proactively consider releasing more documents that might be of interest to the public to try to reduce the number of future FOIA requests.	Efficiency	Administrative-EPA	FY 2018		

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Reducing Burden for Permits and Mandatory Re	EPA will take multiple steps to reduce the burden on regulated entities for requesting permits and for mandatory reporting. This will involve several steps. 1) Review information collected to address environmental statutes to ensure collection is still necessary. 2) Create a single online portal that regulated entities can use to identify permits relevant to their industry and the process for obtaining them. This would make it much easier to understand which permits were required and to start the process of obtaining permits. 3) Create an electronic permitting and reporting system that will provide an alternative to paper submissions. Experience at EPA and at state governments has demonstrated that switching such processes to an electronic form saves both the submitters and EPA time and expense, as well as increases the quality of the data. *Note that some rules will require changes to allow electronic submissions of permits/reports.*	Eliminate	Administrative-EPA	FY 2018		
Allow Agencies to Retain FOIA Fees	Agencies should be permitted to retain fees received for FOIA requests to help offset costs the agencies incur in responding to requests.	Efficiency	Statutory	FY 2018		
Improving Efficiency with Paperless Forms	EPA will strive to eliminate its reliance on paper forms. Like many agencies, EPA staff spend significant time reviewing, signing, and routing various paper forms and documents. This effort is exacerbated by the fact that the multiple people who need to approve documents may be in different buildings or cities, which adds expense for transporting documents and slows the process of reaching a final decision. To address these issues, the Agency will do the following: 1) Survey key document and approval needs and identify a software system that can support a number of Agency needs, 2) Apply the Lean methodology to more complex processes to eliminate inefficiencies, 3) As resources permit, implement electronic versions of forms and approval chains.	Efficiency	Administrative-EPA	FY 2018		
Interagency Collaboration - Infrastructure and Permitting Reforms	EPA will implement reforms identified as part of the government-wide infrastructure and permit streamlining efforts, including developing updated NEPA guidance CEQ, DOJ and other agencies, streamlining coordination with Army Corps of Engineers on Clean Water Act permits, conducting training on NEPA and Clean Air Act Section 309 for other agencies, and increasing coordination with FWS, NMFS, and USDA on Endangered Species Act consultations.	Efficiency	Administrative-EOP	FY 2018		
Interagency Collaboration – Water Quality Monitoring Data	Improve efficiency between EPA and USGS by sharing water quality monitoring data, reducing duplication and lowering costs. EPA Office of Water, USGS, and the National Water Quality Monitoring Council collaborated to develop a common portal for publishing Water Quality Monitoring Data. With some minor enhancements to the Portal, and migration of legacy data, EPA's parallel system will be shut down. EPA would still support the Water Quality Exchange, which provides the means for states, tribes, and other partners to submit data to EPA so that it can be published through the Water Quality Portal hosted by USGS.	Eliminate	Administrative-EPA	FY 2018		
SIP Streamlining	EPA will work with states to streamline the process used to approve State Implementation Plans, including building upon efforts by several regional offices to cut the backlog of SIP submissions in those regions.	Efficiency	Administrative-EPA	FY 2017		
Achieving Efficiencies Through Greater Use of IT Shared Services and Software	EPA will move towards greater use of shared services and software. In 2016, EPA spent more than $30M supporting IT systems that manage environmental program implementation and enforcement data. Many of those systems were developed independently, increasing burdens through maintenance of similar but different code, requirements for stakeholders (e.g., regulated entities) to interact with multiple systems, and inconsistencies in data. In addition, EPA develops smaller data systems, some of which may address similar needs. To address these issues EPA will do the following: 1) As appropriate and as resources permit, modernize programmatic data systems using shared services to reduce ongoing costs, improve flexibility and data quality, and reduce burden on system users. This will include state/tribal partnerships to improve integration/interoperability of systems, 2) Expand efforts to consolidate the development of other smaller, similar IT systems across the agency.	Efficiency	Administrative-EPA	FY 2018		

EPA Reform Plan & Workforce Planning Update

July 2017

Deliberative and Pre-Decisional

Agenda

Information Collection

Process Flow

Summary of Draft Agency Strategic Plan

Agency Reform Plan: Major Proposals

Near-Term Workforce Actions

Deliberative and Pre-Decisional

Information Collection

- OMB Survey
- EPA Employee Anonymous Survey
- EPA Senior Leadership (current and former)
- EPA First Line Supervisors Advisory Group
- State Commissioners and Tribal Leaders
- Evaluation Reports
- GAO/OIG Reports
- Independent Contractor Analysis and Feedback

Deliberative and Pre-Decisional

What We Heard:

- EPA should embrace cooperative federalism and examine its role vis-à-vis the States to eliminate unnecessary duplication of effort
- EPA should retain leadership in national standard-setting, science and research
- EPA should continue to support emergency response and Superfund cleanup at large sites of material risk
- EPA's trust responsibilities to Tribal Nations necessitate we QA state environmental programs to the extent the State's actions impact Tribal Nations
- EPA should maintain Regional offices, but consider realignment of field presence to increase efficiency and effectiveness and better meet customers' needs
- EPA should centralize laboratory management and co-locate or consolidate labs within the agency and with other federal agencies
- EPA should streamline and/or outsource many of its mission support functions, especially those where customer satisfaction scores are below average among federal agencies

Deliberative and Pre-Decisional

Process Flow

Assemble Baseline Information

Identify core data and information about EPA's creation, organizational structure, FTEs, locations, costs, services, and previous reorganizations

Develop administrator priorities for strategic plan

Organizational Input

Anonymous employee survey

Data call to first-line supervisors & acting AAs and RAs

Interviews with current and former senior leaders

Public Input

OMB public data call

Interviews with individual State and Tribal leaders

ECOS Cooperative Federalism 2.0

Idea Generation

Analyze input from multiple internal and external sources

Evaluate ideas consistent with priorities for strategic plan

Take into consideration government-wide infrastructure, permit streamlining, and regulatory reform initiatives and FY 2018 budget request

High level Ideas

Develop list of 20-25 major cross-agency reorganization and reform proposals that will bolster cooperative federalism, improve efficiency, reduce burden, save money, and improve experience for both internal and external customers

Deliberative and Pre-Decisional

Draft FY 2018-2022 EPA Strategic Plan Framework

EPA Mission: To Protect Human Health and the Environment

Goal 1: Core Mission	Goal 2: Cooperative Federalism	Goal 3: Rule of Law and Process
Deliver real results to provide Americans with clean air, land, and water.	Rebalance the power between Washington and the states to create tangible environmental results for the American people.	Administer the law, as Congress intended, to refocus the Agency on its statutory obligations under the law.
Objectives: 1.1 Improve Air Quality 1.2 Provide Clean and Safe Water 1.3 Revitalize Land 1.4 Ensure Safety of Chemicals in the Marketplace	Objectives: 2.1 Streamline and Modernize 2.2 Enhance Shared Accountability 2.3 Increase Transparency and Public Participation	Objectives: 3.1 Punish Bad Actors 3.2 Focus on Robust Science 3.3 Create Consistency and Certainty 3.4 Improve Efficiency and Effectiveness

Deliberative and Pre-Decisional

Agency Reform Plan: Major Proposals

- Streamline, Reduce and Tailor Oversight of State Delegated Programs
- EPA Field Presence
- Merge Infrastructure/Communities Investments
- Consolidate and Streamline ORD and Laboratories
- Consolidate Management Organizations
- State and Tribal "Solutions Centers"

Deliberative and Pre-Decisional

Near-Term Workforce Actions

- VERA/VSIP
  - Multiphase approach to reshaping the workforce
- Flattening the Organization
- Consolidation
  - ORD and Laboratories
  - HR Shared Service Centers
  - Contracting Officers

Deliberative and Pre-Decisional

EPA's Plan to Maximize Employee Performance

Development of Plan

EPA's plan to maximize employee performance was developed by a workgroup comprised of senior agency officials, representatives from the first-line supervisor advisory group, an attorney-advisor from the Office of General Council and human resources professionals. EPA workgroup members met with representatives from the Office of Personnel Management, the Office of Management and Budget, the Merit Systems Protection Board and other government officials to discuss the plan and determine the best path forward for the agency. The development of this plan, along with the related implementation actions, are building upon many actions already in place at EPA to foster a culture where managers, supervisors and employees are accountable for their performance.

Current Performance Management Initiatives and Agency Best Practices

EPA is currently meeting several of the requirements prescribed by OMB's memorandum and has many best practices relevant to maximizing employee performance:

1. The First Line Supervisors Advisory Group (FLAG) was created in 2015; the FLAG has assisted and advised the agency on its supervisory training curriculum and is currently developing a supervisory toolkit on performance management.
2. In 2017, the agency mandated that all supervisors take 8 hours of training on management issues annually. OARM LER staff offer many trainings per year, including quarterly full-day training geared towards first-line supervisors, and monthly 2-hour trainings on common issues facing supervisors. Each EPA location also offers on-site support and training. All new supervisors must attend EPA's Successful Leaders Program within one-year of appointment.
    - In 2017, five of the monthly supervisory training sessions were on the performance management process (setting expectations, documenting performance and taking performance-based actions), and five of the monthly trainings were on employee misconduct (time and attendance issues, OIG investigations, taking effective disciplinary actions and handling medical issues in the workplace). These trainings meet the objectives set forth in the OMB memorandum.
    - This training is voluntary (but can be used to meet the 8-hour requirement); the training is routinely attended voluntarily by 10-15% of EPA managers and supervisors, which demonstrates the value and success of the training.
3. Beginning in 2015, several of the agency's communities that address EPA performance and/or misconduct began meeting regularly to discuss process, efficiency, and consistency. These meetings have collectively resulted in more predictable, timely and supported processes for supervisors.
    - Since May 2015, representatives from OIG, OGC, and OARM have held bi-weekly coordination meetings to share information on matters related to employee misconduct.
        - GAO recognized EPA for its model relationship with the OIG, and recently met with agency officials to gather info on agency's best practices for addressing misconduct to share government-wide.

- OGC and OARM LER staff conduct biweekly discussions around pending performance-based and adverse actions; the groups have jointly planned/held conferences on current issues in employee relations, including determining best practices and agency processes. The next conference is planned for August 2017.
- The agency's LER community meets every 4 weeks to discuss LER issues of national importance, and to discuss best practices and consistent approaches.

4. The agency's Administrative Leave Policy (issued February 2016) requires all administrative leave requests over 10 cumulative workdays to be approved by OARM Assistant Administrator; requests are only approved when necessary for orderly operations of agency; policy encourages managers to consider alternative options prior to use of administrative leave.
5. Beginning in June 2017, supervisors can run real-time reports with probationary period end dates for their employees.

Action Item	Agency Plan
Action 1 - Review and Update Formal Agency Policy	
A. Review, update or create agency policy, procedures and guidance on how to address poor performance and conduct.	EPA must revise agency policy to eliminate barriers (see 1B); policy must be negotiated with 5 national unions. The revised policy will be issued by OARM/OHR and implemented agency-wide. (*long-term*)
B. Specifically review whether policies create unnecessary barriers for addressing poor performance	The agency will review potential barriers, including number of tiers in the performance system, minimally satisfactory (level 2) rating, minimum period of observation, minimum duration of PIP, elimination of the PAP, grievability of PIP, etc. *(near-term)* The agency will ensure that potential barriers are removed from revised policy drafted pursuant to 1A above.
C. Remove steps not required in statute/regulation to streamline processes to the maximum extent.	See 1B (*near-term*)
D. Once Administrative Leave Act implementing regulations are final, incorporate into policy the expectation to limit the use of unnecessary administrative leave.	EPA issued an Administrative Leave Policy in February 2016 limiting use of unnecessary administrative leave. (*see best practice #4*) The agency will incorporate Administrative Leave Act into existing policy, once final regulations are issued by OPM (*long-term*).
E. Provide clear guidance on performance improvement plans.	The agency will provide all agency managers with OPM's March 2017 guidance on "Addressing and Resolving Poor Performance" and include brief highlights on PIPs in June's Administrative Update to managers. (*immediate*) The agency will develop and distribute agency-specific guidance after revised policy implementation. (*long-term*)
F. Develop policy at agency level or highest major component level.	See 1A (*long-term*)
G. Chief Human Capital Officer and General Counsel collaborate to create policy; consult with EEO Office and Labor Relations.	OHR will collaborate with OGC in development of revised policy; OCR and LER will be consulted on applicable issues. (*long-term*)
Action 2 - Provide Transparency Around the PIP Process	
A. Provide all supervisors a copy of the rules and guidance regarding PIPs	See 1E (*immediate*)

B. Emphasize in guidance that PIPs can be started at any point and not just at the end of the rating period.	OPM Guidance to be distributed pursuant to 1E above specifies that PIPs can be issued at any time an employee's performance becomes unacceptable. (*immediate*) Agency-specific guidance (to-be developed in conjunction with revised policy) will also emphasize that PIPs can be issued at any time (*long-term*).
C. Maintain data on PIPs, including number of employees placed on them and number who successfully improve performance.	Agency will mandate, effective July 1, 2017, that all LER offices regularly track and update all performance-based actions (including issuance and completion of PIPs) in EPA's Labor and Employee Relations Information System (LERIS) on at least a monthly basis. (*immediate*)
Action 3 – Ensure Managers and Supporting HR Staff Are Appropriately Trained	
A. Provide training to all SES, supervisors, managers, team leads, and employee relations staff on managing employee performance and conduct.	EPA is currently offering the subject matter training to all managers, supervisors and employee relations staff (*see best practice #2*). For FY 2018, EPA will mandate that all managers take training on managing employee performance and conduct. (*near-term*) In May 2017, EPA also signed an interagency agreement with the Department of the Interior to launch a learning management system named FedTalent. FedTalent will be integrated into existing HR systems, and will allow EPA to define and assign competencies and training and maintain records of training for compliance purposes. FedTalent is scheduled for full operating capability in March 2018. (*near-term*)
Action 4 – Ensure Accountability in Manager Performance Plans	
A. Ensure that supervisors and managers are held accountable for managing employee performance and conduct.	The agency will review and revise supervisor/managers performance plans to ensure they include language regarding managing employee performance and conduct. Mandatory language to be included in FY 2018 performance plans. (*near-term*)
B. Review and update (if necessary) supervisor/manager performance plans to reflect this responsibility.	See 4A (*near-term*)
Action 5 – Ensure Real-Time Manager Support Mechanisms	
A. Identify approaches and plans for providing accessible "just-in-time" expert assistance and	The agency will evaluate the best options for real-time support and determine support methods by September 30, 2017. (*near-term*)

guidance to managers who are addressing performance/conduct issues.	
B. Include a real-time forum (e.g., dedicated contact support lines) for managers to receive guidance on addressing performance or conduct issues that require immediate action.	See 5A (*near-term*)
General Action – Review Agency Systems	
A. All agencies must develop a plan to maximize employee performance by reviewing the systems and structures currently in place within their agencies to support managers in managing employee performance, and developing a timeline for improvement.	The agency will complete a review of electronic performance-management systems and incorporate system into launch of revised policy, in conjunction with 1A. (*long-term*)

OARM VERA/VSIP Discussion Take-away

OROM

Division	Series	Grade	#	Outcome
FACMD	0905	14	1	
FACMD RAPD FACMD AOSD	0343	12 13 14 15	1 1 3 2	
AOSD RAPD	0301	9 13	1 1	

OAM

- Total of 58 positions identified, 23 are retirement eligible.

Series	Grade	#	Outcome
0301	9/12	2	
0306		1	
FOIA Specialists		3	Consolidation of FOIA Efforts
0318		2	
0343 (Management Analyst)		1	
0343 (Program Analyst)		3	
Accountant		4	Audit and accounting work would become embedded in the organization
Auditor		6	
2210		9	
1102 (Procurement Analyst)	13/14/15	25	Focus on Contracts Specialists
Procurement Technician		1	

OGD

- Cancel the GIAD Division Director position; keep moving forward to backfill the FISB Branch Chief.
- Realign the Competition Advocate office to Policy.
- Realigning budget execution and human resources functions to OROM.

Series	Grade	#	Outcome
1109		3 or 4	Positions are no longer functioning as Grants Specialists (FOIA, Investigators, etc.) Restructure to lower grades.
1712 (Training)			Work can be absorbed within the organization.

OHR

- 8 non-supervisory GS-15s; 5 are eligible (mix of 0201/0343).
- Evaluate positions in training that are form processing centered.

Series	Grade	#	Outcome
0343 (Management and Program Analysts)		30	Targeting higher grades
2210		10	
Support Staff		3	

OA

- 0343s – restructure/re-manage the work; rehire junior level positions.
- Outsourcing of in-house printing (currently large contracts on the printing equipment).
- Support Service Specialists (Building Mangers).
- Restructuring of 2210 positions.
- Not targeting professional series or managers.

RTP

- 5 positions that are retirement eligible.
- Non-supervisory GS-14s in the facilities area (1) engineer and (1) non-engineer; one of these positions to be backfilled at the GS-12 level.
- 0201 Training Officer position; duties would be absorbed within the organization.

Cincinnati

- 10 positions are eligible to retire (3-5 indicated they may retire by the end of the year).

Series	Grade	#	Outcome
0343 (Records Management Position)		1	Restructure to lower grade
0318		1	Restructure to a GS-09
1654 (Printing)		1	Restructure to a different function/grade

OARM VERA/VSIP Business Case
DRAFT – 5/24/2017

The Office of Administration and Resources Management is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 132 positions: 35 positions in support job series and 97 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 Positions Template. 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 XX.

OARM will focus on the following themes:

Restructure or reduce highly graded, 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.

- Use vacancies that become available as a result of VSIP/VERA employee separations as placement opportunities for any employees in surplus positions.
- Rebalance the current structure and recruit at lower grade and career ladder levels.

1. OARM-Research Triangle Park proposes to eliminate a 0801 General Engineer position as the engineering duties of the organization have changed as well as a 0201 Human Resources Specialist (Training) whose functions no longer constitute a full time function at the GS-12 level.

2. The Office of Human Resources will focus on restructuring positions to consolidate skills and realign employees to meet current and emerging mission and program requirements, including restructuring five highly graded 0343 Program Analyst Positions, reshaping the highly graded 0301 Conflict Management Specialist positions.

3. The Office of Administrative Law Judges seeks to restructure one 0301 Information Management Specialist as the work can be performed at a lower grade level.

4. The Office of Operations and Resources Management will restructure one 1001 Communication Specialist Position as the work can be performed at a lower GS level.

5. OROM has a cadre eight of highly graded 0343 – Program analyst positions where the positions will be restructured to lower grades, of the eight positions five offers will be made (four restructured and one eliminated)*.
   **In OROM – the pool for 0343 positions in FACMD 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.*

6. The Office of Acquisition Management has four 0510-Accounting and six 0511-Auditing positions where 2 positions in each of these series will be eliminated. The remaining positions will be integrated into the operational divisions of OAM.

7. The Office of Grants and Debarment seeks to restructure high level 1109 Grant Specialist positions and positions in the 1109 series that are no longer functioning as FOIA Specialists. These positions would be restructured to lower graded 1109 positions focusing on core business functions.

8. OGD has one 0343 Program Analyst position whose work can be absorbed within the organization and restructured at a lower grade level.

9. OARM-Cincinnati proposes to restructure one 0343 Program Analyst (Records Management) to a lower grade level with a focus on core business functions.

Restructure positions to focus on core business functions in lower priority business areas 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.

1. OHR reducing the number of surplus 2210 IT Specialist positions by two.

2. OROM proposes the restructuring of two 0301 – Miscellaneous Administration and Program Management positions to ensure the right technical and analytical skills are accounted for.

3. OROM will target two 0343 positions to be restructured where the focus will be on ensuring the right technical and analytical skills are accounted for.

4. OROM proposes the elimination of one 0905 Attorney position where the work is duplicative to the services provided by OGC.

5. OAM efforts to restructure and reshape the workforce will focus on augmenting core business services by reducing and reshaping various support positions into 1102-Contract Specialist positions. This includes restructuring a variety of support positions including, 1106 Procurement Clerical and Technician, 0301 Program Specialist and Staff

Assistant, 0318 Secretary, 0326 Office Automation Clerk, 0341 Administrative Officer and highly graded 0343 Program Analysts.

6. OAM seeks to restructure five of the eight 2210 positions, eliminating three positions. As the agency moves from a model of custom application development and on site hosting, there is a need to obtain current IT skills and expertise as we move to a cloud or shared hosting environment and procure standardized systems to meet our acquisition needs. There is also a need to obtain skills in the areas of data analytics, data mining and data reporting as required by the DATA Act.

7. OAM seeks to restructure the 1102-Contracting (Procurement Analyst) into 1102-Contract Specialist. The 24 positions across OAM will also be reduced.

8. OGD would restructure one 1801 Compliance Specialist to focus on core business functions.

9. OARM-Cincinnati proposes to restructure one 0318 Secretary to a lower grade level with a focus on core business functions.

Consolidate or reduce administrative or support functions in order 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.

1. The Office of Administration proposes the restructuring of ten 0342 Support Services Specialist positions for consolidation of skills under the 1176 Building Manger Series at lower grade levels.

2. OHR has two administrative positions 0303 – Clerk and 0326 – Automation Clerk, where the work has become obsolete and these two positions will be eliminated.

3. OAM seeks to restructure 0306 Government Information Specialist positions currently doing FOIA work to focus on core business functions. The FOIA work will be consolidated centrally within OAM.

4. OGD seeks to eliminate a 0303 Miscellaneous Clerk administrative function.

5. OARM-Cincinnati proposes to restructure three positions in series, and 1645 Printing Services to lower grade levels with a focus on core business functions.

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.

Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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.

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	33	51	22	0	0	125	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	7			24	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									5	2	1			8	8	5	3	
	OHR		1	2	4					2	1	1			4	2			
				Total 2210 Proposed:						7	3	2			12	10			
301-Miscellaneous Administration and Program		21	7	7	20														
	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		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		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	2	1	
	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	0	2	
511-Auditing	OAM	5	2	2	5				1	3	1	1			6	4	2	2	
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	35	52	22	0	0	132	98			

OARM	OARM Office/Division	Grade	Employee Name	Total # of Targeted Positions	Max # of Offers	# to Restructure	# to Eliminate
CINCINNATI,OHIO	Total # All Series:			3	3		
1654-Printing Services	OARM-Cincinnati/Facilities Management and Services Division	13	(b)(6)	1	1		
318-Secretary	OARM-Cincinnati/Facilities Management and Services Division	9		1	1		
343-Management and Program Analysis	OARM-Cincinnati (Records Management)/Information Resources Management Division	13		1	1		
DURHAM,NORTH CAROLINA	Total # All Series:			2	2		
201-Human Resources Management	OARM-RTP/Human Resources Management Division/Employee Services Section	12		1	1		
801-General Engineering	OARM-RTP/Facilities Operations Branch	14		1	1		
WASHINGTON,DC	Total # All Series:			127			
1001-General Arts and Information	OROM/IO	15		1	1	1	1
1102-Contracting (Procurement Analyst)	OAM/Acquisition Policy and Training Service Center	13		25	16		
	OAM/Acquisition Policy and Training Service Center	13					
	OAM/Management and Support Service Center	13					
	OAM/RTP Procurement Operations Division	13					
	OAM/IO	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/Management Support Service Center	14					
	OAM/RTP Procurement Operations Division	14					
	OAM/Acquisition Policy and Training Service Center	14					
	OAM/IO	15					
	OAM/IO	15					
	OAM/IO	15					
	OAM/Policy Training and Oversight Division	15					
	OAM/Policy Training and Oversight Division	15					
		14					
		15					
		15					
		15					
		15					
		15					
		15					
		15					
		15					
1106-Procurement Clerical and Technician	OAM/Management Support Service Center	7		1	1		
1109-Grants Management	OGD/Fellowships, IAGs and SEEs Branch??	12		6	6		
	OGD/Fellowships, IAGs and SEEs Branch??	13					
	OGD/National Policy, Training and Compliance Division OK	13					
	OGD/Suspension and Debarment OK	14					
	OGD/National Policy, Training and Compliance Division OK	14					
	OGD/Grants Management Branch??	15					
	OAM/IO	13					
	OAM/IO	13					
	OAM/IO	13					

2210-Information Technology Management	OAM/IO	13	(b)(6)	9	**8**		
	OAM/IO	13					
	OAM/IO	14					
	OAM/IO	14					
	OAM/IO	13					
		15					
	OHR/ITD	13		4	**2**		
	OHR/ITD	13					
	OHR/ITD	14					
	OHR/ITD	15					
	Total 2210 Proposed:			**19**	**10**		
301-Miscellaneous Administration and Program	OROM/AOSD	13		1	**1**	**1**	**0**
	OROM/RAPD	9		1	**1**	**1**	**1**
	OAM/Management Support Service Center	9		2	**1**		
		12					
	OHR/ITD (Information Management Specialist	13		5	**2**		
	OHR/ITD (Information Management Specialist	13					
	OHR/ITD (Information Management Specialist	14					
	OHR/Employee Services Branch (Conflict Management)	14					
	OHR/IO (Executive Assistant)	15					
	OALJ	12		1	**1**		
	Total 301 Proposed:			**10**	6	2	1
303-Miscellaneous Clerk and Assistant	OHR/IO	6		1	**1**		
	OGD/National Policy, Training and Compliance Division	8		1	**1**		
306-Government Information Specialist	OAM/Managemetn Support Service Center	12		3	**3**		
		12					
		12					
318-Secretary	OAM/Policy Training and Oversight Division	9		2	**2**		
	OAM/Superfund/RCRA/Regional Proc Ops Division	9					
0326-Office Automation Clerical and Assistance	OAM/Management Support Service Center	7		1	**1**		
	OHR/Policy, Planning and Training Division	4		1	**1**		
	Total 326 Proposed:			**2**	**2**		
341-Administrative Officer	OAM/IO	12		1	**1**		
342-Support Services Administration	OA/Headquarters Service Branch	12		11	**10**	**11**	
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Headquarters Operations Branch	13					
	OA/Real Property Services Staff	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Operations Branch	14					
	OROM/FACMD	12		6	**3**	**1**	**2**
		14					
		14					
		14					
		14					
		15					
	OROM/RAPD	13		1	**1**	**1**	

	OROM/AOSD	15	(b)(6)	3	2	2	
		15					
		15					
	OAM/Acquisition Policy and Training Service Center	13		3	3		
	OAM/IO	14					
	OAM/Headquarters Procurement Ops Division	14					
	OGD	14		1	1		
343-Program and Management Analyst	OHR/Diversity and Recruitment Branch	14		16	5		
	OHR/IO	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Program Management Staff	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Training Branch	14					
	OHR/Diversity and Recruitment Branch	14					
	OHR/Policy and Accountability Branch	14					
	OHR/Employee Services Branch	14					
	OHR/Training Branch	14					
	OHR/Executive Resources Division	14					
	OHR/Diversity and Recruitment Branch	15					
	OHR/Training Branch	15					
	OHR/IO	15					
	OA/Headquarters Operations Branch	12		10	10	10	
	OA/Resource Management Staff	13					
	OA/Security Management Division	13					
	OA/Physical Security and Preparedness Branch	13					
	OA/Headquarters Service Branch	14					
	OA/Headquarters Service Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Environ, Safety, and Health Prog Branch	14					
	OA/Resource Management Staff	15					
	OA/Real Property Services Staff	15					
	Total 343 Proposed:			**40**	**25**	**14**	
510-Accounting	OAM/Financial Analysis and Oversight Service Center	13		4	2		
		14					
		14					
		14					
511-Auditing	OAM/RTP Procurement Operations Division	12		6	4		
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	13					
	OAM/Financial Analysis and Oversight Service Center	14					
	OAM/Financial Analysis and Oversight Service Center	15					
905-General Attorney	OROM/FACMD	14		1	1	0	1
1801 - Compliance Specialist	OGD/Suspension and Debarment	13		1	1		
Grand Total				**134**	**98**	**28**	**3**

OARM

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											**18**	**17**	**18**	**17**	**2%**	**13 Max Offers - EPM 82%; Superfund 18% 3 Max Offers - EPM 50%; Superfund 50% 1 Max Offer EPM 90%; Superfund 10%**
OA - 342 Support Services Specialist GS-12 (1); GS-13 (8); GS-14 (1); GS-15 (1)											11	10	11	10	1.43%	EPM 82%; Superfund 18%
OHR - 0326 Office Automation Clerical and Assistance GS-04											1	1	1	1	0.14%	EPM 82%; Superfund 18%
OHR - 303 Miscellaneous Clerk and Assistant - GS-06											1	1	1	1	0.14%	EPM 82%; Superfund 18%
OAM - 0306 Government Information Specialist GS-12 (3)											3	3	3	3	0.43%	EPM 50%; Superfund 50%
OGD - 0303 Grants Assistant GS-08											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 1654 Printing GS-13											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure or reduce highly graded supervisory and non-supervisory positions			**11**	**7**							**51**	**33**	**62**	**40**	**6%**	**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%**
RTP - 0801 General Engineer - GS-14											1	1	1	1	0.14%	EPM 91%; Superfund 9%
RTP - 0201 HR Specialist - GS-12											1	1	1	1	0.14%	EPM 91%; Superfund 9%
OA - 0343 Program Analyst - GS-12 (1); GS-13 (3); GS-14 (4); GS-15 (2)											10	10	10	10	1.43%	EPM 82%; Superfund 18%
OHR - 0343 Program Analyst - GS-14 (14); GS-15 (2)											16	5	16	5	0.72%	EPM 82%; Superfund 18%
OHR - 0301 Miscellaneous Administration and Program GS-13 (2); GS-14 (2); GS-15 (1)											5	2	5	2	0.29%	EPM 82%; Superfund 18%
OALJ - 0301 Miscellaneous Administration and Program GS-12			1	1									1	1	0.14%	
OROM - 1001 General Arts and Information GS-15			1	1									1	1	0.14%	
OROM/FACMD - 0343 Program Analyst GS-12 (1); GS-14 (4); GS-15 (1)			6	3									6	3	0.43%	
OROM/AOSD - 0343 Program Analyst - GS-15 (3)			3	2									3	2	0.29%	
OAM - 0510 Accounting GS-13 (1); GS-14 (3)											4	2	4	2	0.29%	EPM 50%; Superfund 50%
OAM - 0511 Auditor GS-12 (1); GS-13 (3); GS-14 (1); GS-15 (1)											6	4	6	4	0.57%	EPM 50%; Superfund 50%
OGD - 1109 Grants Specialist GS-12 (1); GS-13 (2); GS-14 (2); GS-15 (1)											6	6	6	6	0.86%	EPM 90%; Superfund 10%
OGD - 0343 Program Analyst GS-14											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 0343 Program Analyst (Records Management) GS-13											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure to focus on core business functions (administrative support)			4	4							48	37	52	41	**6%**	**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%**
OHR - 2210 IT Specialist GS-13 (2); GS-14 (1); GS-15 (1)											4	2	4	2	0.29%	EPM 82%; Superfund 18%
OROM - 0301 Miscellaneous Administrative and Program GS-09 (1); GS-13 (1)			2	2									2	2	0.29%	
OROM/RAPD - 0343 Program Analyst GS-13			1	1									1	1	0.14%	
OROM/FACMD - 0905-GS-15			1	1									1	1	0.14%	
OAM - 0301 Program Specialist GS-09 (1); GS-12 (1)											2	1	2	1	0.14%	EPM 50%; Superfund 50%

OAM - 0318 Secretary GS-9 (2)											2	2	2	2	0.29%	EPM 50%; Superfund 50%
OAM - 0326 Office Automation Clerk GS-7											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OAM - 0341 Administrative Officer GS-12											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OAM - 0343 Program Analyst GS-13 (1); GS-14 (2)											3	3	3	3	0.43%	EPM 50%; Superfund 50%
OAM - 2210 IT Specialist GS-13 (6); GS-14 (2); GS-15 (1)											8	8	8	8	1.15%	EPM 50%; Superfund 50%
OAM - 1102 Procurement Analyst GS-13 (4); GS-14 (13); GS-15 (8)											24	16	24	16	2.29%	EPM 50%; Superfund 50%
OAM - 1106 Procurement Technician GS-07											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OGD - 1801 Compliance Specialist GS-13											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 0318 Secretary GS-09											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure to focus on STEM/programmatic priorities													0	0		
Consolidate and streamline functions/activities/reduce number of programs													0	0		
Total	**0**	**0**	**15**	**11**	**0**	**0**	**0**	**0**	**0**	**0**	**117**	**87**	**132**	**98**	**14%**	**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%**

OARM

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											**18**	**17**	**18**	**17**	**2%**	**13 Max Offers - EPM 82%; Superfund 18% 3 Max Offers - EPM 50%; Superfund 50% 1 Max Offer EPM 90%; Superfund 10%**
OA - 342 Support Services Specialist GS-12 (1); GS-13 (8); GS-14 (1); GS-15 (1)											11	10	11	10	1.43%	EPM 82%; Superfund 18%
OHR - 0326 Office Automation Clerical and Assistance GS-04											1	1	1	1	0.14%	EPM 82%; Superfund 18%
OHR - 303 Miscellaneous Clerk and Assistant - GS-06											1	1	1	1	0.14%	EPM 82%; Superfund 18%
OAM - 0306 Government Information Specialist GS-12 (3)											3	3	3	3	0.43%	EPM 50%; Superfund 50%
OGD - 0303 Grants Assistant GS-08											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 1654 Printing GS-13											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure or reduce highly graded supervisory and non-supervisory positions			**11**	**7**							**51**	**33**	**62**	**40**	**6%**	**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%**
RTP - 0801 General Engineer - GS-14											1	1	1	1	0.14%	EPM 91%; Superfund 9%
RTP - 0201 HR Specialist - GS-12											1	1	1	1	0.14%	EPM 91%; Superfund 9%
OA - 0343 Program Analyst - GS-12 (1); GS-13 (3); GS-14 (4); GS-15 (2)											10	10	10	10	1.43%	EPM 82%; Superfund 18%
OHR - 0343 Program Analyst - GS-14 (14); GS-15 (2)											16	5	16	5	0.72%	EPM 82%; Superfund 18%
OHR - 0301 Miscellaneous Administration and Program GS-13 (2); GS-14 (2); GS-15 (1)											5	2	5	2	0.29%	EPM 82%; Superfund 18%
OALJ - 0301 Miscellaneous Administration and Program GS-12			1	1									1	1	0.14%	
OROM - 1001 General Arts and Information GS-15			1	1									1	1	0.14%	
OROM/FACMD - 0343 Program Analyst GS-12 (1); GS-14 (4); GS-15 (1)			6	3									6	3	0.43%	
OROM/AOSD - 0343 Program Analyst - GS-15 (3)			3	2									3	2	0.29%	
OAM - 0510 Accounting GS-13 (1); GS-14 (3)											4	2	4	2	0.29%	EPM 50%; Superfund 50%
OAM - 0511 Auditor GS-12 (1); GS-13 (3); GS-14 (1); GS-15 (1)											6	4	6	4	0.57%	EPM 50%; Superfund 50%
OGD - 1109 Grants Specialist GS-12 (1); GS-13 (2); GS-14 (2); GS-15 (1)											6	6	6	6	0.86%	EPM 90%; Superfund 10%
OGD - 0343 Program Analyst GS-14											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 0343 Program Analyst (Records Management) GS-13											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure to focus on core business functions (administrative support)			**4**	**4**							**48**	**37**	**52**	**41**	**6%**	**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%**
OHR - 2210 IT Specialist GS-13 (2); GS-14 (1); GS-15 (1)											4	2	4	2	0.29%	EPM 82%; Superfund 18%
OROM - 0301 Miscellaneous Administrative and Program GS-09 (1); GS-13 (1)			2	2									2	2	0.29%	
OROM/RAPD - 0343 Program Analyst GS-13			1	1									1	1	0.14%	
OROM/FACMD - 0905-GS-15			1	1									1	1	0.14%	
OAM - 0301 Program Specialist GS-09 (1); GS-12 (1)											2	1	2	1	0.14%	EPM 50%; Superfund 50%

OAM - 0318 Secretary GS-9 (2)											2	2	2	2	0.29%	EPM 50%; Superfund 50%
OAM - 0326 Office Automation Clerk GS-7											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OAM - 0341 Administrative Officer GS-12											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OAM - 0343 Program Analyst GS-13 (1); GS-14 (2)											3	3	3	3	0.43%	EPM 50%; Superfund 50%
OAM - 2210 IT Specialist GS-13 (5); GS-14 (2); GS-15 (1)											8	8	8	8	1.15%	EPM 50%; Superfund 50%
OAM - 1102 Procurement Analyst GS-13 (4); GS-14 (13); GS-15 (8)											24	16	24	16	2.29%	EPM 50%; Superfund 50%
OAM - 1106 Procurement Technician GS-07											1	1	1	1	0.14%	EPM 50%; Superfund 50%
OGD - 1801 Compliance Specialist GS-13											1	1	1	1	0.14%	EPM 90%; Superfund 10%
Cincinnati - 0318 Secretary GS-09											1	1	1	1	0.14%	EPM 82%; Superfund 18%
Restructure to focus on STEM/programmatic priorities													0	0		
Consolidate and streamline functions/activities/reduce number of programs													0	0		
Total	**0**	**0**	**30**	**22**	**0**	**0**	**0**	**0**	**0**	**0**	**234**	**174**	**132**	**98**	**14%**	**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%**

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

Justifications for OGWDW VERA/VSIP by Series
Total Offered: 46

Series 301 and 318 All Grades
Target: 5

- Realign organizational and personnel activities from general administrative support services to essential programmatic functions required for meeting agency strategic goals, as well as new and expanded agency priorities and federal environmental and programmatic mandates

Series 819 All Grades
Target: 6

- 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 some current and new job classification series to create a higher-performing organization
- Increase the number of employees trained and working in exposure sciences, informational sciences, mathematics and statistics, and modeling and computer sciences.

All other Series GS-13-15 (non-supervisory)
Target: 33

- Reduce and rebalance the current top-heavy GS-13 to -15 grade structure so that the agency can recruit at lower grade and career ladder levels
- Increase the number of employees trained and working in exposure sciences, informational sciences, mathematics and statistics, and modeling and computer sciences.
- Reduce and restructure the work assigned to employees in specific occupational series and grades to achieve staffing reductions, then restructure positions to recruit candidates having technologically advanced skills
- 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 some current and new job classification series to create a higher-performing organization

Supervisory Positions All Series
Target: 2

- Afford VERA/VSIP to supervisors to better align leadership skills to be commensurate with reshaped workforce skillset. (Presumes new leadership skills exist in current workforce base.)
- Assess any supervisory/management vacancies created to determine if a new hire is warranted, taking into account factors such as the decline in our workforce size and span of control and organizational priorities. Assess on an ongoing basis our position management structure and make future changes based on staff attrition and as technology evolves.

VERA/VSIP 2017

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 DATE for the use of Voluntary Separation Incentive Payments (VSIP/Buy-Out) and Voluntary Early Retirement Authority (VERA/Early-Out). The Office of Water (OW) will use these authorities to:

- Lower the number of full-time equivalents (FTEs) in the OW.
- Redirect or refocus resources in the OW.
- Restructure and realign offices.
- Reshape the workforce to address skills gaps by identifying staff with critical knowledge, skills and abilities in key job classification series to create a higher-performing organization.
- Realign the organization's remaining FTEs in program offices to take advantage of efficiencies by combining functions.
- Reduce and restructure existing staff layers to improve organizational productivity while reducing the FTE ceiling number to meet agency reductions in staffing and associated payroll costs.
- Restructure how administrative support is provided by pooling OW's resources to achieve efficiencies based on functional specialization and centralization.
- Reduce and reshape our environmental program and technical positions at the GS-13 grade level and above to achieve an overall OW-wide reduction in senior graded positions and reshaping of the workforce.
- Adjust our supervisory to staff ratio.
- Reshape and reduce a targeted segment of our scientific/technical/programmatic positions at the GS-13 level and above in a manner that yields a workforce with skill sets aligned to the Agency's scientific/programmatic priorities.
- Reduce and rebalance the current top-heavy GS-13 to -15 grade structure.
- Reduce and reshape non-supervisory environmental program positions.
- Reduce and restructure the work assigned to employees in specific occupational series and grades to achieve staffing reductions.
- Reduce the number of non-supervisory positions for specific occupations and grade levels.

OW will offer a combination of VERA and VSIP to staff in targeted GS 5-15 graded positions. OW needs to have a more nimble workforce – able to develop and apply technical expertise in areas of priority for the Agency and key environmental program areas. This will be accomplished by reducing, reshaping, rebalancing and restructuring our workforce to support evolving needs and priorities, and to meet operational, financial, and programmatic challenges facing the organization.

OARM VERA/VSIP Business Case
One Page Proposal
DRAFT – 5/1/2017

The Office of Administration and Resources Management is requesting approval authority for the use of Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (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 improve support to the agency.

OARM will:

- Restructure highly graded, non-supervisory staff positions (GS 14 and 15) into lower graded positions that support the skills and competencies needed in the future.

- Reduce and reshape general support positions such as automation clerks, secretaries, procurement analysts and assistant positions in order to increase emphasis on positions and series directly supporting our core business functions – facility, engineering, contract, grant and human resources management.

- Restructure and reduce lower priority business areas where needs can be met more economically, by leveraging technology, or utilizing other resources, such as the elimination of positions supporting the on-site print shop, printing officers, eliminate support of paper based training approval processes, and elimination of embedded attorney services in favor of OGC expertise.

- Restructure internal administrative support by pooling resources to achieve efficiencies through centralization in the HR support and budget execution areas.

- In select support areas, reduce the number of supervisory units and restructure divisions. OAM will embed support (accounting and auditing) functions in the line divisions. OGD will look at restructuring the competition team and incorporating it with policy.

- Reshape and repurpose a targeted set of program and management analyst positions to address competency gaps and ensure the right technical and analytical skills sets are emphasized.

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.

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.

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 Targeted Positions 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~~ maximum number of VSIPs offered will be INSERT #. If the number of applications received exceeds the ~~total~~ maximum 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 (~~the total ~~EPA~~ years of service with EPA~~)~~. 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~~ VSIP offers that will be approved by organization, grade, occupational series, and geographic location, as applicable.

Commented [MA1]: We may have employees who have had multiple EOD dates with the EPA. So EOD does not necessarily equate to the total number of years with EPA. We believe we are looking for the years of service with the EPA here.

You can find basic eligibility criteria for VSIPs and VERAs in Attachment B. You may also view additional information on the agency's VERA/VSIP **[HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"]** site. 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/"]**. 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~~regarding your benefits and retirement~~s~~, and can assist you with obtaining a retirement annuity estimate~~s~~. Attachment C provides a list of your {INSERT servicing SSC or ERD} contacts.

Commented [MA2]: Use references from Attachment D.

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.~~

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~~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.~~

Applications will be only accepted during this period using the online application system, available from your EPA computer at: [HYPERLINK "http://drupal.rtp.epa.gov/veravsip/"]. ~~{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 and/or VSIP, you must depart during the separation window which ends on 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 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 general questions ~~about retirement and benefits or general questions~~ about VERA and/or VSIP please visit the VERA/VSIP FAQ page at: xxxxxxxx. For specific questions regarding your own benefits and retirement or your VERA/VSIP application, 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.~~

Commented [MA6]: This is already outlined in attachment D.

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

Commented [MA7]: RTP-SSC = [HYPERLINK "mailto:ESB-SSC-RTP@epa.gov"], 919-541-2201

Telephone: {Number(s)}

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**.

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~~targeted position by reviewing Attachment A. **If you are interested in the VERA and/or VSIP but are unsure about your eligibility, you should apply during the application window.** The~~, so the~~ **Human Resources Shared Service Center (HR SSC) will make the~~can make an~~ official eligibility 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.

Commented [MA8]: All URLs in the document need to be spelled out since some of the notices will go out via hardcopy mail.

Estimating Retirement Pay

There are two methods for you to obtain an annuity estimate. The **[HYPERLINK "https://fhrnavigator.com/frbweb/logon.do?operation=index&client=EPA&redir=1"]** allows you to estimate your own basic annuity. ~~Instructions on how to use~~ A webinar with instructions on using the FedHR 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~~Alternately, you may contact the {servicing SSC or ERD} ~~run an estimate for you, please call or email the points of contact~~ identified in Attachment C to request an annuity estimate.

Application Window

The application window (the time during which you must apply for a VERA and/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: From your EPA computer, login~~Go~~ to the ~~electronic~~ online application ~~form~~ at [HYPERLINK "http://drupal.rtp.epa.gov/veravsip/"] ~~{insert link}~~

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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~~application method, 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 from the VERA VSIP online system 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.~~

Commented [MA10]: Already addressed above.

After You Apply

The {servicing SSC or ERD} will review your application and notify you of your eligibility. You ~~should~~ illw 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 separation paperwork ~~to process your separation~~.

Commented [MA11]: Suggest global change throughout document to just say "your servicing SSC" to make this easier on the programs to send out.

The Office of Land and Emergency Management's Proposal for Voluntary Early Retirement Authority and Voluntary Separation Incentive Payments

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency's (EPA) Office of Land and Emergency Management (OLEM) is requesting approval authority through September 30, 2017 for the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (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 backfill opportunities for recruiting at lower grade levels for alignment with the Agency's highest priorities;
- Restructure existing staff layers to improve organizational productivity while reducing the staffing and associated payroll costs;
- Review and evaluate all programs to take advantage of efficiencies by streamlining and centralizing functions, reducing administrative and programmatic redundancies, and consolidating program mission areas into Centers of Excellence;
- Implement a strategic workforce succession plan to ensure mission critical positions are filled; and create hiring opportunities to correct significant competency gaps by creating a number of vacancies at lower grades (GS-7/9/11) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization.

OLEM's 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. At the employee's discretion, the estimated number of OLEM 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 (RCRA), the Office of Resource Conservation and Recovery (ORCR) is primarily responsible for implementing EPA's resource conservation, recovery and waste management goals. ORCR's principal responsibility is to build a national waste management program, implemented through EPA Regional Offices and State Programs. OLEM plans to reshape and realign its waste management program to create a more efficient national program in two areas:

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

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

(2) To offset resource reductions in prior years, efficiencies have been gained across the RCRA program due the implementation of a variety of LEAN efforts. These process improvements distill practical lessons learned and experiences contributed by federal, state, and regulated community representatives involved with many aspects of the federal hazardous waste program.

The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.

Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.

Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

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

OLEM proposes prioritizing cleanup work based on reducing risk and other factors at sites, including but not limited to sites that are good candidates for reuse. Therefore, we will continue to implement all phases of the response program to find future high risk/high redevelopment potential projects to add to the National Priorities List or to conduct removal actions. This will require careful allocation of resources to the completion of the other phases of the process, such as Record of Decision (RODs), 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.

Region III
VERA/VSIP Proposal

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

1. **Delayering.**

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

Target:

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

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

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

Target:

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

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

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

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

Target:

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

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

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

Target:

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

Budget Information

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

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

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

Assumptions:

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

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

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

VERA/VSIP Themes / Agency Components	delayering to increase supervisor to staff ratio	consolidating or reduce administrative or support functions	restructuring or reducing highly graded supervisory and non-supervisory positions	restructuring to focus on core business functions	restructuring to focus on STEM/ programmatic priorities	consolidating and streamlining functions/ activities/ reduce number of programs
Headquarters Program Offices						
Office of the Administrator		X	X		X	
Office of Air and Radiation	X	X		X	X	
Office of Administration and Resources Management		X	X	X		X
Office of the Chief Financial Officer		X		X	X	
Office of Chemical Safety and Pollution Prevention		X	X			
Office of Enforcement and Compliance Assurance		X		X	X	
Office of Environmental Information			X		X	
Office of General Counsel		X	X			
Office of International and Tribal Affairs		X	X			X
Office of Land and Emergency Management	X		X	X		X
Office of Research and Development	X		X		X	
Office of Water		X	X	X		
Regional Offices						
Boston (R 1)		X	X	X		
New York (R 2)		X				X
Philadelphia (R 3)	X	X	X	X		
Atlanta (R 4)				X	X	X
Chicago (R 5)	X		X	X	X	
Dallas (R 6)	X	X	X	X	X	X
Kansas City (R 7)		X	X	X		
Denver (R 8)		X	X			
San Francisco (R 9)	X	X	X		X	X
Seattle (R 10)		X	X		X	X

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

Table of Contents

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EPA Business Cases and Budget Projections

I. Office of the Administrator

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, W~~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.

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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

~~The attached spreadsheet identifies specific positions to be restructured.~~ Overall AO has~~we have~~ 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 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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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

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The targeted position ~~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	$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	$1,600,000	
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)

II. Office of Air and Radiation

~~Region or Program Office: Office of Air and Radiation (OAR)~~

Business Case

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

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

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

In the event that EPA determines that OAR will offer new separation incentives, such incentives will be offered to non-SES positions in administrative series, predominantly in the 0300 family, in order to: 1)

continue OAR's efforts to realize workforce efficiencies by consolidating and eliminating positions that are no longer mission-critical or that can be done at lower grade levels; and 2) refocus efforts on programmatic priorities.

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

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

Commented [LH2]: Isn't this information captured in the spreadsheet? Does it need to be included here?

~~OFFICE/ LOCATION ALL DC UNLESS OTHERWISE INDICATED SERIES GRADE(S) TOTAL TARGETED POSITIONS MAXIMUM # OF BUYOUTS TO BE OFFERED~~

~~OAA/IO 301 11, 12, 13 4 3 303 5 1 343 13,14 2~~

~~OAA/OAP/S 301 (NS) 15 2 343 12, 13, 14 4~~

~~OAP/IO 318 10 1 3~~

~~OAP/FMS 343 13,14 6~~

~~OAP/CPPD/ESIB 343 13 1~~

~~OAP/CPPD/ESCIB 343 13 2~~

~~OAP/SPD/SPIB 343 13 1~~

~~OAP/CCD/OGRPB 343 13 2~~

~~ORIA/NCRFO (LAS VEGAS, NV) 303 8 1 3~~

~~ORIA/NAREL (MONTGOMERY, AL) 318 9 1~~

~~ORIA/IED 344 9 1~~

~~OAQPS/CORE/AAG (RTP, NC) 343 14 1 3~~

~~OAQPS/PACS (RTP, NC) 343 14 1~~

~~OAQPS/AQAD/AAMG (RTP, NC) 343 14 3~~

~~OTAQ/IO 318 10 1 8~~

~~OTAQ/IO/COSDC 318 8 1 343 13 1~~

~~OTAQ/IO/PPBS 343 13, 14, 15 4~~

~~OTAQ/IO/COSAA (ANN ARBOR, MI) 301 9, 13, 15 3 343 12, 13 3~~

~~OTAQ/IO/CSC (ANN ARBOR, MI) 301 13 1 343 11, 12, 13 3~~

~~OTAQ/CD/IO (ANN ARBOR, MI/DC) 301 (AA) 13 1~~

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~~341 (DC) 11-1~~

~~343 (AA) 12-1~~

~~OTAQ/CD/FCCIT 344 88-1~~

~~OTAQ/TATD/IO (ANN ARBOR, MI) 301-13-3 318-8-1 343-15-1~~

~~OTAQ/TCD/IO (ANN ARBOR, MI/DC) 301(AA) 13-1 343 (AA) 343 (DC) 12-13-2-1 344-8-1~~

~~OTAQ/TCD/CEMC 301-13-1~~

~~OTAQ/TCD/LFIAC 301-15-1~~

~~OTAQ/ASD (ANN ARBOR, MI) 301-9-2~~

~~ADDITIONAL INFORMATION~~

~~How OAR will operate without the eliminated positions.~~

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 constitutes 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~~chart above~~. 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.

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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

~~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	$ 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.

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H. Assumes $9K WCF per person x 20 positions = $180,000.
I. Assumes $9K WCF per person.

III. Office of Administration and Resources Management

~~OARM VERA/VSIP~~ Business Case ~~FINAL 6/6/2017~~

The Office of Administration and Resources Management is requesting approval authority for the use of ~~Voluntary Separation Incentive Payments (~~VSIP~~)~~ and ~~Voluntary Early Retirement Authority (~~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~~~~Targeted Positions Template~~. 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.

~~1. OARM Research Triangle Park proposes to eliminate a 0801 General Engineer position as the engineering duties of the organization have changed as well as a 0201 Human Resources Specialist (Training) whose functions no longer constitute a full time function at the GS-12 level.~~

~~2. The Office of Human Resources will focus on restructuring positions to consolidate skills and realign employees to meet current and emerging mission and program requirements, including restructuring five highly graded 0343 Program Analyst Positions and reshaping the highly graded 0301 Conflict Management Specialist positions.~~

~~3. The Office of Administrative Law Judges seeks to eliminate one 0301 Information Management Specialist position whose work can be absorbed within the organization.~~

~~4. The Office of Resources and Operations Management will restructure one 1001 Communication Specialist Position as the work can be performed at a lower GS level.~~

~~5. OROM has a cadre eight of highly graded 0343 – Program Analyst positions where the positions will be restructured to lower grades, of the eight positions four offers will be made (four restructured)~~*.

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*In OROM – the pool for 0343 positions in FACMD 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.

~~6. The Office of Acquisition Management has four 0510-Accounting and six 0511-Auditing positions where 2 positions in each of these series will be eliminated. The remaining positions will be integrated into the operational divisions of OAM.~~

~~7. The Office of Grants and Debarment seeks to restructure highly graded 1109 Grant Specialist positions as follows:~~

~~a. Two 1109 Grant Specialist positions in the National Policy, Training and Compliance Division that are that are no longer functioning as Grant Specialists. These positions would be restructured to lower graded 1109 positions focusing on core business functions.~~

~~b. Restructuring of two 1109 Grant Specialist positions in the Fellowships, IAGs and SLIs branch to ensure the organization has the skills needed due to changing technology and mission needs. (Six targeted positions, two max offers).~~

~~c. Restructuring of one 1109 Grant Specialist in the Suspension and Debarment division to another series that better meets the needs of the Division.~~

~~d. Restructuring of one 1109 Supervisory Grants Specialist to realign grants management with Interagency Agreements to further meet the mission of the office.~~

~~8. OGD has one 0343 Program Analyst position whose work can be absorbed within the organization and the position will be restructured at a lower grade level.~~

~~9. The Office of Administration seeks to target 29 Program Analyst 0343 positions with 10 max offers for restructuring to become more aligned with up to date mission functions and duties.~~

~~OARM-Cincinnati proposes to restructure one 0343 Program Analyst. The duties of this position are primarily project officer duties for records management. These functions could be restructured and performed at a lower grade with a focus on core business functions.~~

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.

~~1. OHR reducing the number of surplus 2210 IT Specialist positions by two.~~

~~2. OROM proposes the restructuring of two 0301—Miscellaneous Administration and Program Management positions to ensure the right technical and analytical skills are accounted for.~~

~~3. OROM will target one 0343 positions to be restructured where the focus will be on ensuring the right technical and analytical skills are accounted for.~~

~~4. OROM proposes the elimination of one 0905 Attorney position where the work is duplicative to the services provided by OGC.~~

~~5. OAM efforts to restructure and reshape the workforce will focus on augmenting core business services by reducing and reshaping various support positions into 1102 Contract Specialist positions.~~

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~~This includes restructuring a variety of support positions including, 1106 Procurement Clerical and Technician, 0301 Program Specialist and Staff Assistant, 0318 Secretary, 0326 Office Automation Clerk, 0341 Administrative Officer and highly graded 0343 Program Analysts.~~

~~6. OAM seeks to restructure five of the eight 2210 positions, eliminating three positions. As the agency moves from a model of custom application development and on site hosting, there is a need to obtain current IT skills and expertise as we move to a cloud or shared hosting environment and procure standardized systems to meet our acquisition needs. There is also a need to obtain skills in the areas of data analytics, data mining and data reporting as required by the DATA Act.~~

~~7. OAM seeks to restructure the 1102 Contracting (Procurement Analyst) into 1102 Contract Specialist, this includes one Supervisory Procurement Analyst, which will be restructured to a Supervisory Contract Specialist position. The 24 positions across OAM will also be reduced.~~

~~8. OGD would restructure one 1801 Compliance Specialist to consolidate the function to one geographic location.~~

~~9. OARM-Cincinnati proposes to restructure one 0318 Secretary to a lower grade level with a focus on core business functions.~~

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

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

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~~1. OA proposes the restructuring of ten 0342 Support Services Specialist positions for consolidation of skills under the 1176 Building Manger Series at lower grade levels.~~

~~2. OHR has two administrative positions 0303 – Clerk and 0326 – Automation Clerk, where the work has become obsolete and these two positions will be eliminated.~~

~~3. OAM seeks to restructure 0306 Government Information Specialist positions currently doing FOIA work to focus on core business functions. The FOIA work will be consolidated centrally within OAM.~~

~~4. OGD seeks to eliminate a 0303 Miscellaneous Clerk administrative function, where the work has become obsolete.~~

~~5. OARM-Cincinnati proposes to restructure one 1645 Printing Services to a lower grade level with a focus on core business functions.~~

~~6. OROM seeks to eliminate one 0343 Program Analyst GS-12 position where the work has become obsolete due to technology and changing workforce needs.~~

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.

Hence, the combination of VERA and VSIP provides the greatest likelihood of the 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

~~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 $ 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~~

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

IV. Office of the Chief Financial Officer

~~Region or Program Office: Office of the Chief Financial Officer (OCFO)~~

Information Required for VERA and VSIP Requests

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

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- Eliminate a clerk position ~~(303 series)~~.
- Reduce the number of financial technician positions ~~(503 series)~~.
- Reduce the number of secretary positions ~~(318 series)~~ within OCFO's Office of the Controller ~~(OC)~~.
- Reduce the number of management analyst positions ~~(343 series)~~ 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 ~~(501 series)~~.
- Reduce the number of accountant positions ~~(510 series)~~.

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

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

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

VSIP will be used in conjunction with VERA to maximize the incentives for employees to accept a VERA/VSIP offer. OCFO's attrition rate is low, and many of our optional retirement-eligible employees have continued to work years beyond retirement eligibility. For these individuals, VSIP is the only incentive we can offer. Another target group is eligible for neither optional retirement and nor early

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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 as follows:

~~SERIES/TITLE GEOGRAPHIC LOCATIONS* TARGETED POSITIONS VSIP OFFERS % of TARGETED POSITIONS~~

~~GS-0303, Clerk WDC 1 1 0.606%~~

~~GS-0503, Financial Technicians LVNV, WDC 2 1 0.606%~~

~~GS-0318, Secretaries LVNV, WDC 3 2 1.212%~~

~~GS-0343, Program Management Analysts DNC, LVNV, NOH, WDC 18 3 1.818%~~

~~GS-0501, Financial Specialists DNC, LVNV, NOH, WDC 67 9 5.455%~~

~~GS-0510, Accountants DNC, LVNV, NOH, WDC 69 11 6.667%~~

~~TOTAL 160 27 16.364%~~

~~* Durham, NC (DNC); Las Vegas, NV (LVNV); Norwood, OH (NOH); Washington, DC (WDC)~~

~~More information can be found on the attached Excel spreadsheet with targeted position.~~

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 employee in an occupational series that OCFO no longer needs may 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~~

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~~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 Estimate1 FY 2019 Estimate~~

~~A. Pre-VERA/VSIP Annual Payroll Cost $43,281,345 $43,281,345~~

~~B. VERA/ VSIP Payout Cost2 $675,000 $0~~

~~C. Leave Payout Cost2 $321,797 $0~~

~~D. Post-VERA/VSIP Annual Payroll Cost2 $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 $2613794~~

~~G. Pre-VERA/VSIP Annual WCF CostG $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~~

~~1Based on FY 2017 projected payroll~~

~~2Calculations 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.~~

~~3Working 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.~~

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	$ 321,797

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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}	
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.

V. Office of Chemical Safety and Pollution Prevention

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

Business Case

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

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Full-Time Equivalents (FTEs). OCSPP plans to offer both VSIP/VERA together and will not offer VSIP only (except for series GS-0303 which will only receive VSIP).

- 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., 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 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. M000000) 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. M000000) 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.
- 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

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in the Office of Science Coordination and Policy). Positions are located in Washington, DC, Arlington, VA, Chicago, IL and Ft. Meade, MD.

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

~~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~~

- ~~*~~ 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).

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

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

Budget Information

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

~~Table A—Direct Costs for VERA/VSIP~~

~~# of Targeted Positions for VSIP x $25,000 $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.~~

~~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.~~

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

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.
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.

VI. Office of Enforcement and Compliance Assurance

~~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 ~~a~~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~~fficer~~ 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. Please s~~See the ~~T~~targeted ~~p~~Positions ~~spreadsheet~~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 ~~a~~Agency should allow us to meet program needs.

Commented [LH3]: Need to verify if the targeted 2210s include IT Security. Those are the only 2210s with DHA.

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 a~~A~~gency priorities and eliminate 26 positions to address longstanding financial needs for critical a~~A~~gency support activities. ~~See Targeted Positions Template for detailed information for each job series.~~

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Personnel actions as a result of the VERA/VSIP will likely be part of broader a~~A~~gency 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.

~~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 (E + 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.~~

VII. Office of Environmental Information

~~Office of Environmental Information (OEI)~~

~~VERA/VSIP~~ 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.

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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 in order 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.

VSIP-Specific Information

Please see the targeted position spreadsheet for detailed information for each job series. We plan to offer VSIP/VERA to the following categories of non-supervisory employees at the GS-13 through GS-15 levels in the specified organizations. ; GS-0028 Environmental Protection Specialist, GS-0301 Miscellaneous Administration/Program Management, GS-0306 Government Information Specialist, GS-0308 Records and Information Management Specialist, GS-0343 Program/Management Analyst, GS-0501 Financial Management Analyst, GS-0510 Accountant, GS-0560 Budget Analyst, GS-0905 Attorney-Advisor, GS-1101 Contract Support Analyst, GS-1301 Physical Scientist, GS-1529 Mathematical Statistician, and GS-2210 IT Specialist. 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.

OEI will prioritize VERA/VSIP offers by highest grade levels—prioritizing GS-15s first, then GS-14s, and lastly GS-13 employees. 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.

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.

Commented [LH4]: Had to include this here because the information isn't captured in the spreadsheet.

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	ELAD	1
OISP	3	OEIP Total		5
OEIP*	5	OITO	IO	1
OITO*	5	OITO	SBMD	4

TOTAL	[=SUM(ABOVE)]	OITO Total	$

~~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 SEMD 4~~

~~TOTAL 30 OITO Total 5~~

VERA-Specific Information

As of April 17, 2017, OEI employs 343 permanent employees. Following VERA/VSIP, OEI will look to restructure functions, positions, and/or organizational structures. 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 ~~(8)~~, 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 x $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 x 240 Hours x 30 Targeted Positions	$ 437,976
Total Maximum Direct Costs	$ 1,187,976

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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

~~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~~

~~(J = G – H – I) $0 $0~~

~~Projected Savings with VERA/VSIP (F + J) $2,047,585.00 $3,158,444.00~~

VIII. Office of General Counsel

~~OFFICE OF GENERAL COUNSEL~~

~~VERA/VSIP 2017 Business Case~~

Business Case:

The Office of General Counsel ~~(OGC)~~ provides legal services to all the ~~a~~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 ~~a~~Agency is considering ~~Voluntary Early Retirement Authority (~~VERA~~)~~ and ~~Voluntary Separation Incentive Payment (~~VSIP~~) Authority~~, 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 ~~a~~Agency's needs, OGC made a decision 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

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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

~~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 ~~a~~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 ~~a~~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 position 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 targetol 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

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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

~~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:

~~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~~

~~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] $ Amount~~

~~Total Maximum Direct Costs $ Sum~~

~~Table B—Estimated Savings for FY 2018 through FY 2019~~

~~FY 2018 Estimate FY 2019 Estimate~~

~~A. Pre-VERA/VSIP Annual Payroll Cost~~

~~B. VERA/ VSIP Payout Cost~~

~~C. Leave Payout Cost~~

~~D. Post VERA/VSIP Annual Payroll Cost~~

~~E. Payroll for # New Hires~~

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~~F. Payroll Savings for # VERA/VSIP Targeted~~

~~Positions (F = A – B – C – D – E)~~

~~G. Pre-VERA/VSIP Annual WCF Cost~~

~~H. Post VERA/VSIP Annual WCF Cost~~

~~I. WCF for # New Hires~~

~~J. WCF Savings for # VERA/VSIP Targeted Positions~~

~~(J = G – H – I)~~

~~Projected Savings with VERA/VSIP (F + J)~~

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

IX. Office of International and Tribal Affairs

The Office of International and Tribal Affairs (OITA) proposes offering VERA and VSIP to GS-13 through GS-15 non-supervisory staff and to a small number of staff in administrative positions in order 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 administration. As the GS-15s who support these programs depart, OITA will restructure the

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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.

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OITA will target a total of six positions in accordance with the targeted position spreadsheet. ~~one GS-0028-13 position in its American Indian Environmental Office; two GS-0301-14 positions and two GS-0301-15 positions in its International Programs (Office of Regional and Bilateral Affairs and Office of Global Affairs and Policy), and one GS-0303-09 administrative support position in its Office of Regional and Bilateral Affairs.~~

VSIP

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

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

VERA

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

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

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		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				

~~{Where is the BUDGET data for OLEM?}~~

X. Office of Land and Emergency Management

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency's (EPA) Office of Land and Emergency Management (OLEM) is requesting approval authority through September 30, 2017 for the use of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (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 backfill opportunities for recruiting at lower grade levels for alignment with the Agency's highest priorities;

· Restructure existing staff layers to improve organizational productivity while reducing the staffing and associated payroll costs;

· Review and evaluate all programs to take advantage of efficiencies by streamlining and centralizing functions, reducing administrative and programmatic redundancies, and consolidating program mission areas into Centers of Excellence;

· Implement a strategic workforce succession plan to ensure mission critical positions are filled; and create hiring opportunities to correct significant competency gaps by creating a number of vacancies at lower grades (GS-7/9/11) to recruit new staff with critical knowledge, skills and abilities to create a higher-performing organization.

OLEM's currently employs 494 permanent employees. Of these, 112 are eligible for voluntary retirement, 134 are eligible for voluntary 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. At the employee's discretion, the estimated number of OLEM 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 (RCRA), the Office of Resource Conservation and Recovery (ORCR) 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 (CA) 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.

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The RCRA program continues to aggressively use LEAN techniques to achieve cost savings and efficiencies. Continued use of the RCRA FIRST toolbox for corrective action and associated tools in the other areas will help EPA regional staff and their partners take advantage of the efficiency and quality gains from more efficient approaches. These tools include how-to-guides, process flow maps, and tools and templates to make it easier to complete different parts of the RCRA program. Project teams can tailor the resources to efficiently meet each region or state's specific needs.

Under the contaminated site cleanup program, OLEM proposes focusing efforts on addressing risk and on economic redevelopment possibilities, while suspending work on sites or portions of sites that are low risk and have low potential for redevelopment. This will result in a streamlined organization.

Site assessment involves gathering historical and other available information about site conditions to evaluate whether the site poses a threat to human health and the environment and/or whether further investigation is needed. The preliminary assessment helps identify sites that may need immediate or short-term response actions.

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

OLEM proposes prioritizing cleanup work based on reducing risk and other factors at sites, including but not limited to sites that are good candidates for reuse. Therefore, we will continue to implement all phases of the response program to find future high risk/high redevelopment potential projects to add to the National Priorities List or to conduct removal actions. This will require careful allocation of resources to the completion of the other phases of the process, such as Record of Decision (RODs), 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.

OLEM VERA/VSIP Budget Summary

Region or Program Office:

The Office of Land and Emergency Management (OLEM)

Total VSIP Amount

Max # of V/V Offers

Annual Leave

Payout

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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

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

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C. Leave Payout Cost

1,476,101.00

$

D. Post VERA/VSIP Annual Payroll Cost

$ 86,190,101.00

***E. Payroll for # New Hires

$ 5,167,36

8.00

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

XI. Office of Research and Development

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

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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

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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 $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

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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

XII. Office of Water

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.

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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 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.

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 391

Number of non-temporary employees in OW who may be involuntarily separated,

downgraded, transferred, or reassigned as a result of the situation 5

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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 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 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

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(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

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 $4,184045

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

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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 - $92,302,143 - $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

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

XIII. Region 1

~~VERA/VSIP~~ Business Case ~~Summary: REGION 1~~

Region 1 is requesting approval authority for the use of ~~Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out),~~ 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~~ the workforce is eligible for a Regular Retirement, and 201 (36%) of ~~our~~ the workforce is eligible for an Early Retirement. While the Region has ~~we have~~ made good progress in shaping a workforce to meet ~~our~~ the 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. ~~Table 1 reflects the number of offers limited to each Office, Branch, Section or Unit, and eligible Occupational Titles, Series and Grade levels.~~

~~Table 1. Administrative and Support, Maximum of 5 VERA/VSIP Offers~~

~~# VERA~~

~~VSIP~~

~~Offers Limited to Division Limited to Branch/Section/Unit Occupational Title(s), Series and Grade All Positions Non-Supervisory, Unless Otherwise Stated.~~

~~1 ORA Office of Public Affairs Information Specialist, GS-0304-07~~

~~1 OSRR All OSRR Management and Program Clerical Assistance, GS-0344-08; Administrative Support Assistant GS-0303-7/8; and Environmental Protection Assistant, GS-0029-07/08~~

~~1 OEP All OEP Environmental Protection Assistant, GS-0029-08~~

~~1 OARM Comptroller's Office Accounting Technician, GS-0525-09~~

~~1 OARM Customer Service and Facilities Miscellaneous Clerk and Assistant, GS-0303-04~~

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

~~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~~the Shared Service Center 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. ~~Table 2 reflects the number of offers limited to each Office, Branch, Section or Unit, and eligible Occupational Titles, Series and Grade levels.~~

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	

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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

XIV. Region 2

~~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

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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.

~~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.~~

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	$ 125,262,8
B. VERA/ VSIP Payout Cost	$ 750,000	$
C. Leave Payout Cost	$ 506,928	$
D. Post VERA/VSIP Annual Payroll Cost	$ 118,030,977	$ 120,675,4
E. Payroll for # New Hires **	$ 577,588.44	$ 1,155,1
F. Payroll Savings for # VERA/VSIP Targeted Positions (F = A – B – C – D - E)	$ 2,640,988	$ 3,432,2
G. Pre-VERA/VSIP Annual WCF Cost ***	$ 3,887,000	$ 3,887,0
H. Post VERA/VSIP Annual WCF Cost ***	$ 3,767,000	$ 3,767,0
I. WCF for # New Hires	$ 60,000	$ 60,0
J. WCF Savings for # VERA/VSIP Targeted Positions (J = G – H – I)	$ 60,000	$ 60,0

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Projected Savings with VERA/VSIP (F + J)	$ 2,700,988	$ 3,492,2

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XV. Region 3

XVI. Region 4

~~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~~ 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.

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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 {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~~

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~~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~~

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

XVII. Region 5

I. Introduction

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~~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~~VERA and VSIP 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~~ the 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.~~

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Business Case

~~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. 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~~ The 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

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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~~ the planning process, ~~we~~ Region 5 reviewed ~~our~~its' 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~~the region plans 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~~ Region 5 plans 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)~~The targeted positions spreadsheet identifies 1,082 total non-temporary employees. The difference is primarily made up by people who have separated since the spreadsheet was generated.

· 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 is unknown~~.~~

~~This information is unknown.~~

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

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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~~The following personnel actions that the agency anticipates may be necessary as a result of the agency's need for VERA~~-~~:

- ~~o~~ Directed reassignments
- ~~o~~ Details
- ~~o~~ Temporary promotions
- ~~o~~ Voluntary separations
- ~~o~~ 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:~~

Please see the targeted position spreadsheet for detailed information for each job series.

~~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.~~

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~~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.~~

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~~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.~~

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.~~

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~~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.~~

~~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.~~

~~LCD~~

~~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.~~

~~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 is 79 as shown in the targeted position spreadsheet. ~~-~~

~~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.~~

~~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~~

~~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.~~

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
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	-	-

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J. Working Capital Fund Savings*	$316,000	$316,000
Total Projected Savings with VERA/VSIP (F + J)	**$8,468,073**	**$11,695,950**

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XVIII. Region 6

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:

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· 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.

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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)

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· 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)

Budget Information

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

~~Table A—Direct Costs for VERA/VSIP~~

~~# of Targeted Positions for VSIP (147) x $25,000 $3,675,000~~

~~Annual Leave Pay Out for # of Targeted Positions~~

~~for VERA, Optional Retirement or Resignation~~

~~{Hourly rate based on the average grade and step~~

~~of the targeted pool x 240 x # of Targeted~~

~~Positions} 147x$56.96x240 = $2,009,549~~

~~Total Maximum Direct Costs $5,684,549~~

~~Table B – Estimated Savings for FY 2018 through FY 2019~~

~~FY 2018 Estimate* FY 2019 Estimate*~~

~~A. Pre-VERA/VSIP Annual Payroll Cost $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~~

~~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~~

~~*Payroll amount does not include awards, overtime or comp time~~

~~Payroll is based on FY 17 authorized FTE~~

~~FY18 inflation/COLA 1.9%, FY19 inflation/COLA 1%~~

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

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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
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

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XIX. Region 7

~~Region 7 – VERA/VSIP~~ Business Case

Region 7 is requesting approval authority for the use of ~~Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out)~~VERA/VSIP. 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 reach the OMB mandated reduction 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:

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· Restructure or reduce highly graded supervisory and non-supervisory positions in occupational series GS-028, GS-201, GS-301, GS-308, GS-340, GS-342, GS-343, GS-401, GS-408, GS-505, GS-560, GS-690, GS-808, GS-819, GS-905, GS-1035, GS-1101, GS-1160, GS-1301, and GS-1320 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 in occupations series GS-028, GS-201, GS-340, GS-342, GS-343, GS-501, GS-505, GS-510, GS-950, GS-1035, GS-1084, GS-1101, GS-1109, GS-1160, and GS-1320 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 GS-301, GS-306, GS-318, GS-503, GS-1410 and GS-2005 at the GS-6 through GS-11 grade levels across all divisions in the Kansas offices to better align with current and projected workload needs. Region 7 may realign administrative support resources and combine functions to capitalize on efficiencies and for enhancing the positions with new skills and competencies. Region 7 will be in a position to pursue additional administrative support consolidation scenarios, or at the very least, will continue to consolidate the administrative support functions into fewer positions.

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

Specific Region 7 Divisional Plans:

Superfund Division.

· 3 Remedial Project Manager positions within 1301 occupational series will be safe positions.

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

· Maximum offers up to 2 RPMs and 2 OSCs

Budget Information

~~Table A – Direct Costs for VERA/VSIP~~

~~45 of Targeted Positions for VSIP x $25,000 $1,125,000~~

~~Annual Leave Pay Out for # of Targeted~~

~~Positions for VERA, Optional Retirement or~~

~~Resignation {$45.16 x 240 x 45 of Targeted~~

~~Positions} $ 488,000~~

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~~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~~

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

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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

XX. Region 8

~~Region 8 VERA/VSIP~~ Business Case

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

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

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

· All non-supervisory GS-14 and GS-15s except attorneys, public affairs specialists, and toxicologists in order to restructure and consolidate highly graded non-supervisory positions. A maximum of 2 VERA or VSIP offers will be made in this category. Through attrition gained by VERA/VSIP, the region will reassign the most complex work (i.e., GS-14 level and above) to existing higher graded positions in order to concentrate the assignment of this work into fewer positions. The less complex work will be restructured into lower-graded GS-7/9/11/12/13 positions.

· All supervisory GS-14 and GS-15 supervisory environmental protection specialists in order to restructure supervisory positions. A maximum of 4 VERA or VSIP offers will be made in this category. Offers will only be accepted on a case-by-case basis. Where possible, the Region will take the opportunity to consolidate units in order to improve supervisory to staff ratios. If this is not possible, due to staff size or the nature of the work of the unit, the Region will restructure these positions to one of the professional series, such as physical scientist or environmental engineer. Offers will not be made in situations where neither unit nor position restructuring is possible.

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· 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.

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
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**

~~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~~

~~Annual Leave Buyout for 8 Targeted Positions for VERA, Optional~~

[1] Maximum of 8 positions
[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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~~Retirement or Resignation $175,1812~~

~~Total Maximum Direct Costs $375,181~~

~~Table B – Estimated Savings for FY 2018 through FY 2020~~

~~FY 2017 Payroll Estimated FY 2018 Savings3 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 Maximum of 8 positions 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.~~

XXI. Region 9

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

· Office of the Regional Administrator: Reduce and reshape the Public Affairs Office by one Supervisory Public Affairs Specialist, 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 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.

· 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.

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· 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.

· Environmental Management Division. Reduce and reshape the environmental management system program within the Infrastructure Branch by one Environmental Scientist, GS-1301-13 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, 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.

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.

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.

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

Attachments:

· Reorganization Charts

· Targeted Positions Spreadsheet

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~~

~~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~~

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~~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 FY17 Pay Table for SF Bay Area, 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.~~

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.

XXII. Region 10

~~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)~~VERA/VSIP to further accelerate workforce planning efforts in four areas:

· Restructure to focus on STEM/programmatic priorities;

· Consolidate and streamline functions/activities/reduce the number of programs;

· Restructure or reduce highly-graded supervisory or non-supervisory positions; and

· Consolidate or reduce administrative or support functions.

Region 10 employs 544 non-term employees (including part-time employees). Currently, 118 (22%) of Region 10's workforce 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

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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.

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 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~~

~~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~~

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

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**

Employees must either be: 1) Eligible for Regular Retirement

LCO	LAS VEGAS (GROUP A)	RESTRUCTURING HIGH GRADES (GS-14, GS-15, ST/SL, non-supervisory) (GROUP B)
NCCT	N/A	**LIMIT OF 1**: from any series except 1529 (Math Statistician)
NCEA	N/A	**UNLIMITED**
NCER	N/A	**LIMIT OF 6**: from GS-15s in any series/location
NERL	**UNLIMITED**	**UNLIMITED**
NHEERL	N/A	**LIMIT OF 14**: from RTP staff (Durham only) in either series 0401 (Biologists) or 1301 (Physical Scientists)
NHSRC	**UNLIMITED**	**LIMIT OF 5**: from GS-15s in any locaiton in either series 0301 (Information Management Specialists), 0819 (Environmental Engineers) or 1301 (Physical Scientists)
NRMRL	N/A	**UNLIMITED**
OARS	**UNLIMITED**	**UNLIMITED**
OPARM	N/A	**LIMIT OF 7**: from any except GS-14s in series 0343 (Program Analysts)
OSA	N/A	**LIMIT OF 4**: from any qualifying staff
OSIM	**UNLIMITED**	**LIMIT OF 6**: from series 0301 (Information Management Specialists), 0343 (Program Analysts), or 2210 (Information Technology Specialists)
OSP	N/A	**LIMIT OF 1**: from DC staff in series 0028 (Environmental Protection Specialist)
IOAA	N/A	**UNLIMITED:** ST/SL; **LIMIT OF 1**: from Boston GS-14s in series 0028 (Environmental Protection Specialists), **LIMIT OF 1**: from RTP GS-15s in series 1301 (Physical Scientists), **LIMIT OF 1**: from RTP GS-14s in series 0401 (Biologists), **LIMIT OF 1**: from LA GS-15s in series 0819 (Environmental Engineers), **LIMIT OF 1**: from DC GS-15s in series 0343 (Program Analysts), **LIMIT OF 1**: from RTP GS-15s in series 0343 (Program Analysts), **LIMIT OF 2**: from DC GS-15s and in series 1301 (Physical Scientists)

ORD limit/cap is not reached, applications exceeding the LCO limit may be considered for acceptance by the LCO. If ap
183, applications will be subject to tie-breaker rules as applied by the SSC.

NOTE: Final Eligibility for VERA and VSIP are determined by RTP-SSC. Eligibility as listed in the Roster sheets are bas
has access to additional data that may further restrict or allow eligibility. For questions about eligibility, contact RTP-SS(

20-Jun-17

-OR-
INCREASING SUPERVISOR TO STAFF RATIOS (Supervisors at lowest level divisions/branches within LCOs with 5 or fewer direct reports) (GROUP C)
N/A
N/A
N/A
UNLIMITED
LIMIT OF 0
N/A
UNLIMITED
N/A
N/A
N/A
UNLIMITED
N/A
N/A
plications exceed the total ORD limit/cap of
ed on data as available to HRD. RTP-SSC ;.

changed 6/15/17

EID	SCD Lv	HC	FTE	Org	LCO	LCO-DIV	Employee Name	Series	Position Title Opm
00008687	04/08/90	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB	(b)(6) [redacted]	0401	RESEARCH BIOLOGIST
00031966	06/25/06	1	1.00	NAJ00000	NERL	NERL - SED - IO		1301	PHYSICAL SCIENTIST
00001553	06/04/89	1	0.50	NAJ00000	NERL	NERL - SED - IO		0408	SENIOR ECOLOGIST
00013750	03/04/91	1	1.00	NE000000	NCEA	NCEA - IO		1301	PHYSICAL SCIENTIST
00017755	12/20/95	1	1.00	NAJ00000	NERL	NERL - SED - IO		0401	SENIOR RESEARCH SCIENTIST
00018422	06/09/85	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0408	RESEARCH ECOLOGIST
00018238	10/07/87	1	1.00	N0AB0000	OARS	OARS - TMD		0301	PROGRAM SPECIALIST
00010251	10/19/85	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0893	CHEMICAL ENGINEER
00010335	05/13/84	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0819	ENVIRONMENTAL ENGINEER
00010706	05/26/88	1	1.00	N0EA0000	OPARM	OPARM - PAMID		0343	PROGRAM ANALYST
00013265	01/26/92	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		1101	EXTRAMURAL MGMT ANALYST (LEADER)
00009119	06/29/69	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	ENVIRONMENTAL SCIENTIST
00027173	08/19/07	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
00007636	04/02/91	1	1.00	N0B00000	OSA	OSA - IO		0343	PROGRAM ANALYST
00005508	02/14/99	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00002958	06/23/85	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	PHYSICAL SCIENTIST
00018868	10/01/80	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00016933	07/26/76	1	1.00	NA000000	NERL	NERL - IO		0343	MANAGEMENT & PROG ANALYST
00010127	09/04/90	1	1.00	N0C00000	OSIM	OSIM - IO		0301	INFORMATION MANAGEMENT SPECIALIST
00010500	07/30/67	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0819	ENVIRONMENTAL ENGINEER
00003566	01/03/88	1	1.00	NFH00000	NCER	NCER - WHID		1301	ENVIRONMENTAL SCIENTIST
00017463	07/29/84	1	1.00	N0EB0000	OPARM	OPARM - RPPBPD		0343	PROGRAM ANALYST
00011785	12/28/80	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	BIOLOGIST
00028455	07/10/85	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
00010060	11/19/89	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1315	HYDROLOGIST
00010992	09/09/90	1	1.00	N0CA0000	OSIM	OSIM - PMSD		0343	PROGRAM ANALYST
00010150	11/06/88	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO		0893	CHEMICAL ENGINEER

Category	Supv	LOCATION	INCL/EXCL MATRIX	VSIP POOL	VERA POOL
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-09-12	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	MISC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED

00011424	01/20/89	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB	(b)(6)	0819	SUPERVISORY ENVIRON ENGINEER
00008400	06/28/90	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0893	CHEMICAL ENGINEER
00003129	09/02/69	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	RESEARCH BIOLOGIST
00007910	03/29/85	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	PROGRAM ANALYST
00027228	09/02/07	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0408	ECOLOGIST
00006395	04/20/81	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0819	ENVIRONMENTAL ENGINEER
00020376	04/07/97	1	1.00	N0CA0000	OSIM	OSIM - PMSD		0343	SUPVY PROGRAM ANALYST
00019553	03/29/91	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0501	FINANCIAL SPECIALIST
00009753	10/13/85	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1320	RESEARCH CHEMIST
00007923	09/28/87	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1301	PHYSICAL SCIENTIST
00001146	05/02/05	1	1.00	NDC00000	NHEERL	NHEERL - ISTD - IO		0401	SENIOR RESEARCH BIOLOGIST
00015979	06/23/83	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0343	PROGRAM ANALYST
00028440	05/21/90	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00001973	06/02/91	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0408	ECOLOGIST
00024179	02/02/91	1	1.00	NE000000	NCEA	NCEA - IO		0601	HEALTH SCIENTIST
00010773	09/10/89	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
00017619	05/19/91	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	RESEARCH PHYSICAL SCIENTIST
00012004	07/01/90	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1315	HYDROLOGIST
00013631	06/14/88	1	1.00	N0EB0000	OPARM	OPARM - RPPBPD		0343	PROGRAM ANALYST
00001977	01/01/95	1	1.00	N0C00000	OSIM	OSIM - IO		2210	IT SPEC
00009993	08/06/89	1	1.00	N0B00000	OSA	OSA - IO		0401	BIOLOGIST
00004591	04/26/85	1	1.00	NG000000	NHSRC	NHSRC - IO		0301	INFORMATION MANAGEMENT SPECIALIST
00012744	06/07/62	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0401	SENIOR RESEARCH MICROBIOLOGIST
00007859	04/16/68	1	1.00	N0DC0000	OSP	OSP - PSB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00013405	01/01/94	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	RESEARCH BIOLOGIST
00010340	02/22/96	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0408	RESEARCH ECOLOGIST
00028447	05/14/84	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00002652	01/01/95	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0343	MANAGEMENT & PROG ANALYST

GS-15	Supv	CIN, OH	MATRIX GROUP C	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	MATRIX GROUP C	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
ST/SL	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-09-12	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	MISC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED

00008337	02/07/88	1	1.00	N0A00000	OARS	OARS - IO	(b)(6)	0343	PROGRAM ANALYST
00010559	12/20/77	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO		0819	SUPERVISORY ENVIRON ENGINEER
00003158	09/15/85	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1315	HYDROLOGIST
00030572	05/27/05	1	1.00	N0B00000	OSA	OSA - IO		0401	BIOLOGIST
00016969	03/19/89	1	1.00	NAJ00000	NERL	NERL - SED - IO		0343	PROGRAM ANALYST
00016408	04/11/05	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	RESEARCH MICROBIOLOGIST
00009946	06/11/95	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1529	MATHEMATICAL STATISTICIAN
00026953	08/15/92	1	1.00	NB000000	NRMRL	NRMRL - IO		1301	ASSOCIATE DIRECTOR FOR ECOLOGY
00002132	01/04/98	1	1.00	NEB00000	NCEA	NCEA - WDC - IO		0000	ASSOCIATE DIRECTOR FOR ECOLOGY
00021727	12/01/02	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0408	RESEARCH ECOLOGIST
00013722	06/03/90	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1530	STATISTICIAN (LEADER)
00014510	09/27/98	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		1301	ENVIRONMENTAL SCIENTIST
00017369	02/02/87	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST (LEAD)
00016937	10/02/78	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	RESEARCH ENVIRONMENTAL SCIENTIST
00001184	05/12/80	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0819	ENVIRONMENTAL ENGINEER
00008411	01/01/95	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	RESEARCH BIOLOGIST
00010869	09/12/87	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	ENVIRONMENTAL SCIENTIST
00008357	09/14/03	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		1301	PHYSICAL SCIENTIST
00023915	02/04/89	1	1.00	NA000000	NERL	NERL - IO		0401	ASSOCIATE DIRECTOR FOR ECOLOGY
00010809	06/21/77	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1301	PHYSICAL SCIENTIST
00015177	02/18/86	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0110	ECONOMIST (LEADER)
00003884	08/16/79	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	RESEARCH BIOLOGIST (LEADER)
00001742	01/06/68	1	1.00	N0CB0000	OSIM	OSIM - EOD		2210	INFORMATION TECHNOLOGY SPECIALIST
00020239	04/01/85	1	1.00	NAJ00000	NERL	NERL - SED - IO		0343	LEAD MGT & PROG ANALYST
00004728	01/13/85	1	1.00	NBD00000	NRMRL	NRMRL - APPCD - IO		0819	SENIOR ENVIRONMENTAL ENGINEER
00020844	05/17/91	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1301	PHYSICAL SCIENTIST
00007737	01/12/92	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0343	MANAGEMENT & PROG ANALYST
00018022	07/28/97	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		1315	RESEARCH HYDROLOGIST
00007408	10/05/88	1	1.00	NF000000	NCER	NCER - IO		1301	PHYSICAL SCIENTIST

GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Supv	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Supv	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	MISC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
ST/SL	Supv	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
ST/SL	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED

00010771	01/15/89	1	0.60	NB0D0000	NRMRL	NRMRL - IO - ETAVOS	(b)(6)	0819	SUPERVISORY ENVIRON ENGINEER
00025194	06/09/94	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
00006229	03/16/97	1	1.00	NB0D0000	NRMRL	NRMRL - IO - ETAVOS		1301	PHYSICAL SCIENTIST
00010860	02/25/91	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	RESEARCH MICROBIOLOGIST
00014269	12/28/83	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		0401	SUPERVISORY BIOLOGIST
00002388	08/16/76	1	1.00	N0000000	IOAA	IOAA - IO		0301	SENIOR ADVISOR FOR SUSTAINABLE DEV
00017762	07/02/84	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00015258	04/10/77	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	BIOLOGIST
00009999	08/04/85	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	RESEARCH CHEMIST
00028362	10/29/88	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
00001278	10/26/97	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	RESEARCH BIOLOGIST
00002294	09/27/87	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		1530	STATISTICIAN
00007112	01/19/78	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1529	MATHEMATICAL STATISTICIAN
00013627	10/28/84	1	0.70	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
00016996	01/31/88	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00014891	12/09/86	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		0819	ENVIRONMENTAL ENGINEER
00014844	10/11/87	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		1301	ENVIRONMENTAL SCIENTIST
00025394	07/27/89	1	1.00	N0CA0000	OSIM	OSIM - PMSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00009032	02/03/90	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0401	RESEARCH BIOLOGIST
00017560	12/31/76	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MANAGEMENT SPECIALIST
00010628	03/16/86	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		0415	TOXICOLOGIST
00015490	06/09/91	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1529	MATHEMATICAL STATISTICIAN
00007686	12/29/91	1	1.00	N0CC0000	OSIM	OSIM - ASD		2210	INFORMATION TECHNOLOGY SPECIALIST
00010369	10/02/86	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MGMT SPEC
00015270	06/19/88	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	CHEMIST
00013622	01/13/91	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		0401	BIOLOGIST (LEADER)
00016993	10/08/78	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	SUPVY PHYSICAL SCIENTIST
00013232	06/20/93	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		0408	ECOLOGIST

GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	ADA, OK	MATRIX GROUP C	EXCLUDED	EXCLUDED
ST/SL	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-09-12	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-15	Non	ADA, OK	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-15	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	INCLUDED

00006103	07/23/89	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG	(b)(6)	0343	PROGRAM ANALYST
00025582	08/30/98	1	1.00	NE000000	NCEA	NCEA - IO		0601	HEALTH SCIENTIST
00003465	10/15/89	1	1.00	N0CE0000	OSIM	OSIM - IMSD		0343	SUPVY PROGRAM ANALYST
00003703	04/22/84	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00016872	10/12/78	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0408	RESEARCH ECOLOGIST
00015669	04/12/93	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1301	RESEARCH PHYSICAL SCIENTIST
00003520	11/27/75	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1350	GEOLOGIST
00021714	12/01/02	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00006079	04/21/91	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	RESEARCH BIOLOGIST
00012705	01/01/95	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	RESEARCH BIOLOGIST
00011963	05/02/84	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1301	PHYSICAL SCIENTIST
00005198	08/03/76	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0602	MEDICAL OFFICER
00014286	06/06/84	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MANAGEMENT SPECIALIST
00011003	05/19/87	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO		0819	ENVIRONMENTAL ENGINEER
00003854	01/07/01	1	1.00	N0EBA000	OPARM	OPARM - PBPAB		0343	SUPVY PROGRAM ANALYST
00012420	12/03/00	1	1.00	NFF00000	NCER	NCER - ASED		0401	SUPERVISORY BIOLOGIST
00010557	10/12/97	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	RESEARCH BIOLOGIST
00009226	05/20/75	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	RESEARCH BIOLOGIST
00004565	07/03/75	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	RESEARCH AQUATIC BIOLOGIST
00009207	02/15/76	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		0830	MECHANICAL ENGINEER
00018362	07/15/90	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		1301	PHYSICAL SCIENTIST
00012900	08/17/86	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0893	CHEMICAL ENGINEER
00010367	12/29/89	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0401	BIOLOGIST
00012353	12/02/90	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1301	RESEARCH PHYSICAL SCIENTIST
00009287	09/09/90	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0301	DIVERSITY AND INCLUSION PROGRAM SPEC
00013589	07/09/95	1	1.00	NA0C0000	NERL	NERL - IO - SFS		1301	PHYSICAL SCIENTIST
00008562	05/21/82	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	RESEARCH BIOLOGIST
00010946	11/14/93	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
00013026	11/01/82	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST

GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	MISC	MATRIX GROUP C	INCLUDED	EXCLUDED
GS-15	Supv	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED

00010450	03/25/90	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB	(b)(6)	0819	RESEARCH ENVIRONMENTAL ENGINEER
00013396	03/24/91	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0415	TOXICOLOGIST
00008870	07/21/91	1	1.00	N0B00000	OSA	OSA - IO		0401	BIOLOGIST
00023152	01/24/84	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0560	BUDGET ANALYST
00013571	11/14/94	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0830	MECHANICAL ENGINEER
00009093	03/19/80	1	1.00	NA000000	NERL	NERL - IO		0301	FACILITIES MANAGER
00018073	09/18/89	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00010865	12/12/93	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1320	RESEARCH CHEMIST
00001136	12/15/92	1	1.00	NFF00000	NCER	NCER - ASED		0401	BIOLOGIST (LEADER)
00021446	07/01/91	1	1.00	N0EB0000	OPARM	OPARM - RPPBPD		0343	PROGRAM ANALYST
00019857	02/04/91	1	1.00	N0000000	IOAA	IOAA - IO		0819	ENVIRONMENTAL ENGINEER
00019694	10/07/90	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	RESEARCH MICROBIOLOGIST
00003695	04/25/99	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	RESEARCH CHEMIST
00017000	03/06/94	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1550	COMPUTER SCIENTIST
00032905	08/14/11	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	CHEMIST
00010357	01/20/85	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	PHYSICAL SCIENTIST (LEADER)
00019622	07/15/84	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		0819	ENVIRONMENTAL ENGINEER
00021228	04/04/88	1	1.00	N0B00000	OSA	OSA - IO		1301	PHYSICAL SCIENTIST
00004927	07/28/91	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00001900	06/13/80	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0819	ENVIRONMENTAL ENGINEER
00005709	07/30/84	1	1.00	N0EA0000	OPARM	OPARM - PAMID		0301	ACQUISITION ANALYST
00013945	07/05/98	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1530	RESEARCH STATISTICIAN
00003074	05/20/90	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1301	PHYSICAL SCIENTIST
00017372	09/12/89	1	1.00	NFH00000	NCER	NCER - WHID		1301	ENVIRONMENTAL SCIENTIST
00003175	02/07/88	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0408	ECOLOGIST
00019721	07/12/85	1	1.00	NB000000	NRMRL	NRMRL - IO		0819	ENVIRONMENTAL ENGINEER
00008430	08/22/99	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	CHEMIST
00025081	12/20/99	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0401	BIOLOGIST

GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	MISC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	ATH, GA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-09-12	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED

00007975	02/11/85	1	1.00	N0B00000	OSA	OSA - IO	(b)(6)	1301	PHYSICAL SCIENTIST
00010927	12/12/93	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0343	LEAD MGT & PROG ANALYST
00008297	05/28/95	1	1.00	NFH00000	NCER	NCER - WHID		1301	PHYSICAL SCIENTIST
00010015	02/11/85	1	1.00	N0A00000	OARS	OARS - IO		1601	FACILITIES MANAGEMENT SPECIALIST
00028451	01/30/85	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00008645	08/17/90	1	1.00	N0CE0000	OSIM	OSIM - IMSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00023798	06/23/01	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		0401	BIOLOGIST
00028405	10/12/82	1	1.00	NAH00000	NERL	NERL - CED - IO		1301	PHYSICAL SCIENTIST
00016984	11/18/74	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1301	RESEARCH PHYSICAL SCIENTIST
00011545	03/01/87	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1301	RESEARCH PHYSICAL SCIENTIST
00020520	10/22/90	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MANAGEMENT SPECIALIST
00014218	01/19/85	1	1.00	N0A00000	OARS	OARS - IO		0343	PROGRAM ANALYST
00016987	03/23/82	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
00017480	02/12/73	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	ENVIRONMENTAL SCIENTIST
00013293	08/18/91	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1301	RESEARCH PHYSICAL SCIENTIST
00001886	01/19/89	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0893	RESEARCH CHEMICAL ENGINEER
00010153	09/24/93	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	LEAD ACQUISITION SPECIALIST
00007531	11/30/84	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00013573	03/25/90	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00003290	01/31/87	1	1.00	NC000000	NCCT	NCCT - IO		1320	RESEARCH CHEMIST
00031998	05/17/06	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00014099	07/25/96	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00008122	09/25/88	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00010959	12/24/84	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00016725	10/02/94	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		0893	CHEMICAL ENGINEER
00016932	09/30/91	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
00018326	06/02/91	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	RESEARCH ENVIRONMENTAL SCIENTIST
00017928	09/13/91	1	1.00	N0E00000	OPARM	OPARM - IO		0343	PROGRAM ANALYST
00004998	06/06/87	1	1.00	ND000000	NHEERL	NHEERL - IO		1301	PHYSICAL SCIENTIST

GS-14	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	G B, FL	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED

00017398	02/26/96	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB	(b)(6)	0893	CHEMICAL ENGINEER
00010964	09/23/84	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1320	CHEMIST
00002843	04/16/98	1	1.00	NBBD0000	NRMRL	NRMRL - LRPCD - ESMB		0401	SUPERVISORY BIOLOGIST
00007908	01/25/86	1	0.73	NEBB0000	NCEA	NCEA - WDC - QRMG		1301	ENVIRONMENTAL SCIENTIST
00011484	09/01/85	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00002378	06/16/91	1	1.00	NAG00000	NERL	NERL - EMMD - IO		1320	CHEMIST
00028450	01/11/93	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	PHYSICAL SCIENTIST
00002376	12/11/88	1	1.00	NFH00000	NCER	NCER - WHID		1301	PHYSICAL SCIENTIST
00002363	09/09/90	1	1.00	N0B00000	OSA	OSA - IO		1301	PHYSICAL SCIENTIST
00010370	06/02/91	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
00020433	07/07/88	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	PHYSICAL SCIENTIST
00013873	12/12/83	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0401	BIOLOGIST
00011138	11/01/93	1	0.50	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0819	ENVIRONMENTAL ENGINEER
00008523	04/17/95	1	1.00	NAH00000	NERL	NERL - CED - IO		0343	LEAD MGT & PROG ANALYST
00020234	03/10/96	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	RESEARCH PHYSICAL SCIENTIST
00012713	09/10/78	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	MICROBIOLOGIST
00010374	10/22/00	1	1.00	NA000000	NERL	NERL - IO		0819	ENVIRONMENTAL ENGINEER
00012400	04/11/87	1	1.00	N0B00000	OSA	OSA - IO		0401	BIOLOGIST
00007957	06/21/98	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		0408	ECOLOGIST
00011317	05/21/82	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0415	TOXICOLOGIST
00013335	01/12/89	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00006232	07/03/89	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		0819	RESEARCH ENVIRONMENTAL ENGINEER
00007358	08/20/84	1	1.00	N0000000	IOAA	IOAA - IO		1301	SENIOR SCIENCE ADVISOR
00012622	04/25/99	1	1.00	N0000000	IOAA	IOAA - IO		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00008631	11/01/84	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0819	ENVIRONMENTAL ENGINEER
00010379	12/10/86	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00033592	06/13/82	1	1.00	N0A00000	OARS	OARS - IO		0343	PROGRAM ANALYST
00011651	05/09/76	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1301	RESEARCH PHYSICAL SCIENTIST

GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	MATRIX GROUP C	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Supv	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	MISC	MATRIX GROUP B	INCLUDED	INCLUDED
ST/SL	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	MISC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED

00017521	02/15/87	1	1.00	NAG00000	NERL	NERL - EMMD - IO	(b)(6)	1320	RESEARCH CHEMIST
00002516	01/12/92	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		0893	CHEMICAL ENGINEER
00007029	02/08/88	1	1.00	N0A00000	OARS	OARS - IO		0343	MANAGEMENT & PROG ANALYST
00013736	08/15/99	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		1320	CHEMIST
00017001	10/07/90	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	RESEARCH PHYSICAL SCIENTIST
00013445	09/05/89	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	PROGRAM ANALYST
00013456	01/18/98	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0401	RESEARCH BIOLOGIST
00004025	05/28/79	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1301	PHYSICAL SCIENTIST
00004302	07/08/84	1	1.00	NB0B0000	NRMRL	NRMRL - IO - TCOS		1035	SUPV PUBLIC AFFAIRS SPECIALIST
00028420	09/03/85	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1550	COMPUTER SCIENTIST
00005762	09/30/96	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
00002674	01/03/88	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1315	RESEARCH HYDROLOGIST
00010257	02/16/86	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	RESEARCH CHEMIST
00008165	05/02/83	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0415	TOXICOLOGIST
00028492	03/28/08	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1301	PHYSICAL SCIENTIST
00005336	07/17/79	1	1.00	NE000000	NCEA	NCEA - IO		1530	STATISTICIAN
00005569	08/07/95	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0401	RESEARCH BIOLOGIST
00003751	02/12/87	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		1301	PHYSICAL SCIENTIST
00007790	01/01/95	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1320	RESEARCH CHEMIST
00005776	09/30/91	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00009377	09/05/71	1	1.00	NAG00000	NERL	NERL - EMMD - IO		1320	SENIOR RESEARCH CHEMIST
00002329	01/01/95	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	RESEARCH BIOLOGIST

GS-15	Non	L V, NV	MATRIX GROUP A	INCLUDED	EXCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-13	Non	L V, NV	MATRIX GROUP A	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	INCLUDED
GS-14	Non	CIN, OH	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Supv	CIN, OH	MATRIX GROUP C	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	ADA, OK	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-14	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	P Y, VA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	INCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	DC	MATRIX GROUP B	INCLUDED	INCLUDED
ST/SL	Non	ATH, GA	MATRIX GROUP B	INCLUDED	EXCLUDED
GS-15	Non	RTP, NC	MATRIX GROUP B	INCLUDED	EXCLUDED

EID	SCD Lv	HC	FTE	Org	LCO	LCO-DIV	Employee Name	Series	Position Title Opm
00013462	04/21/97	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB	(b)(6) [redacted]	0830	MECHANICAL ENGINEER
00005343	10/02/94	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0893	CHEMICAL ENGINEER
00019908	04/28/84	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00014038	09/09/90	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1315	HYDROLOGIST
00014288	04/19/99	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1301	PHYSICAL SCIENTIST
00031855	06/17/02	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0690	ENVIRONMENTAL HEALTH SPECIALIST
00010868	01/04/78	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		0819	ENVIRONMENTAL ENGINEER
00028497	04/07/03	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	PROGRAM ANALYST
00031835	03/12/09	1	1.00	N0E00000	OPARM	OPARM - IO		0343	PROGRAM ANALYST
00031324	05/03/06	1	1.00	N0ACB000	OARS	OARS - BED - CSB		0560	BUDGET ANALYST
00002098	07/18/99	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		1640	FACILITY OPERATIONS SPECIALIST
02332302	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00024389	02/06/05	1	1.00	N0A00000	OARS	OARS - IO		0501	FINANCIAL SPECIALIST
00016072	01/18/98	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB		1320	CHEMIST
00033935	05/18/14	1	0.00	N0000000	IOAA	IOAA - IO		1310	ADVISORY COMMITTEE MEMBER
00028386	07/06/08	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0408	ECOLOGIST
00021353	08/11/02	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		1301	ENVIRONMENTAL SCIENTIST
00024318	09/18/95	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0401	BIOLOGIST
00019753	07/03/88	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		0893	CHEMICAL ENGINEER
00022859	10/05/01	1	1.00	NAJ00000	NERL	NERL - SED - IO		1301	PHYSICAL SCIENTIST
00009193	06/28/15	1	0.00	NAHD0000	NERL	NERL - CED - WEB		0810	EXPERT
02332420	01/04/15	1	1.00	NB000000	NRMRL	NRMRL - IO		0401	SENIOR ADVISOR FOR GREEN CHEMISTRY
00028736	04/26/97	1	1.00	NG000000	NHSRC	NHSRC - IO		0343	PROGRAM ANALYST
00010305	09/25/88	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0435	RESEARCH PLANT PHYSIOLOGIST
00023157	11/17/04	1	0.00	N0000000	IOAA	IOAA - IO		1301	EXPERT
00009153	01/18/98	1	1.00	NA0B0000	NERL	NERL - IO - POS		0343	SUPVY PROGRAM ANALYST
00004310	01/01/95	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	BIOLOGIST

Category	Supv	LOCATION	INCL/EXCL MATRIX	VSIP POOL	VERA POOL
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00028973	12/07/08	1	1.00	NA0C0000	NERL	NERL - IO - SFS	(b)(6)	1640	FACILITY OPERATIONS SPECIALIST
00024275	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0893	ADVISORY COMMITTEE MEMBER
00025539	03/19/06	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS		0301	PROGRAM SPECIALIST
00004497	11/15/92	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0401	RESEARCH BIOLOGIST
02332535	03/08/15	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0415	TOXICOLOGIST
00013030	05/08/88	1	1.00	NDH00000	NHEERL	NHEERL - MCED - IO		0415	RESEARCH TOXICOLOGIST
00004260	05/30/99	1	1.00	N0F00000	IOAA	IOAA - SCS		1035	PUBLIC AFFAIRS SPECIALIST
02334988	01/08/17	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0404	BIOLOGICAL SCIENCE LAB TECH
00028438	10/04/04	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST
00029461	05/24/09	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0690	INDUSTRIAL HYGIENIST
00028737	09/14/08	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		0415	TOXICOLOGIST
00030522	01/17/10	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	LEAD RESEARCH BIOLOGIST
00026604	02/26/99	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	MICROBIOLOGIST
00026352	11/26/06	1	0.80	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00021849	02/09/03	1	1.00	NA000000	NERL	NERL - IO		0343	PROGRAM ANALYST
00026513	01/30/05	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0408	RESEARCH ECOLOGIST
02332316	12/14/14	1	0.00	N0D00000	OSP	OSP - IO		0110	ADVISORY COMMITTEE MEMBER
00022793	09/21/03	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0408	RESEARCH ECOLOGIST
00014572	10/11/98	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		0401	SUPERVISORY BIOLOGIST
00007442	05/16/00	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0819	ENVIRONMENTAL ENGINEER
02333507	11/15/15	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0601	ENVIRONMENTAL HEALTH SCIENTIST
00029900	05/06/97	1	1.00	NE000000	NCEA	NCEA - IO		1301	SUPVY PHYSICAL SCIENTIST
02332293	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00001294	01/09/94	1	1.00	NA0C0000	NERL	NERL - IO - SFS		1306	SUPERVISORY HEALTH PHYSICIST
00004476	01/02/01	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1301	RESEARCH PHYSICAL SCIENTIST
00010489	03/16/86	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO		0343	MANAGEMENT & PROG ANALYST
02333508	03/20/16	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	BIOLOGIST
02333353	11/15/15	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0408	ECOLOGIST

GS-13	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ATH, GA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PW	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED

00033059	03/20/06	1	1.00	N0000000	IOAA	IOAA - IO	(b)(6)	0343	MANAGEMENT & PROG ANALYST
00008580	04/25/99	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1320	CHEMIST
00032401	05/22/11	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0802	ENGINEERING TECHNICIAN
00009439	09/01/85	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0819	ENVIRONMENTAL ENGINEER
02332595	04/19/15	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		1301	PHYSICAL SCIENTIST
00020203	08/12/01	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		0893	CHEMICAL ENGINEER
00023008	02/15/03	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0415	RESEARCH TOXICOLOGIST
00026086	08/06/06	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00017413	03/22/15	1	0.00	N0000000	IOAA	IOAA - IO		0601	EXPERT
00028418	01/22/07	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00025612	04/30/06	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0601	EPIDEMOLOGIST
00026125	08/20/06	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1320	RESEARCH CHEMIST
00012631	04/01/85	1	1.00	N0000000	IOAA	IOAA - IO		0000	SENIOR ADVISOR
00010572	09/24/62	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0343	PROGRAM ANALYST
02334401	10/02/16	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		1550	COMPUTER SCIENTIST
00025430	06/22/07	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1350	GEOLOGIST
02332317	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		0810	ADVISORY COMMITTEE MEMBER
02332663	06/14/15	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0415	TOXICOLOGIST
00008517	08/10/97	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
00027454	11/11/07	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0401	BIOLOGIST
02333441	11/29/15	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00029182	06/14/15	1	0.00	N0000000	IOAA	IOAA - IO		0893	EXPERT
00024795	08/20/06	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00010769	12/04/88	1	1.00	NDG00000	NHEERL	NHEERL - WED - IO		0408	ECOLOGIST
02332338	11/07/05	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		0690	INDUSTRIAL HYGIENIST
00010287	05/06/87	1	1.00	NAG00000	NERL	NERL - EMMD - IO		1301	SUPERVISORY PHYSICAL SCIENTIST
02332772	07/12/15	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0819	ENVIRONMENTAL ENGINEER
00025685	05/19/06	1	1.00	NA0C0000	NERL	NERL - IO - SFS		0018	HEALTH & SAFETY MANAGER

GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PD-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	G B, FL	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PHS	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED

00023897	08/08/04	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB	(b)(6)	0401	RESEARCH BIOLOGIST
02332266	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0020	ADVISORY COMMITTEE MEMBER
00003889	05/31/83	1	1.00	N0B00000	OSA	OSA - IO		0340	SENIOR ADVISOR
00020756	09/11/97	1	1.00	N0DC0000	OSP	OSP - PSB		1301	ENVIRONMENTAL SCIENTIST
00029784	06/21/09	1	0.00	N0000000	IOAA	IOAA - IO		0401	CONSULTANT
02333532	11/29/15	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0401	BIOLOGIST
00024377	02/06/05	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		1301	PHYSICAL SCIENTIST
00005034	08/15/99	1	1.00	ND000000	NHEERL	NHEERL - IO		0401	DIR, NHEERL
00032696	04/07/08	1	1.00	NAH00000	NERL	NERL - CED - IO		0343	PROGRAM ANALYST
02334642	11/13/16	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00002160	01/05/95	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1301	SUPVY PHYSICAL SCIENTIST
00028619	08/26/08	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0401	BIOLOGIST
00025585	04/16/06	1	1.00	NE000000	NCEA	NCEA - IO		1530	STATISTICIAN
00001669	10/05/93	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	RESEARCH BIOLOGIST
00009865	01/01/95	1	1.00	NDB00000	NHEERL	NHEERL - TAD - IO		0341	ADMINISTRATIVE OFFICER
00021577	10/06/02	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0403	MICROBIOLOGIST
00013766	06/03/85	1	1.00	NDK0A000	NHEERL	NHEERL - GED - POS		2001	GENERAL SUPPLY SPECIALIST
00332060	06/29/14	1	1.00	NF000000	NCER	NCER - IO		0343	PROGRAM ANALYST
00031710	09/26/10	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0819	ENVIRONMENTAL ENGINEER
00023219	02/22/04	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	SUPERVISORY BIOLOGIST
00023028	12/07/03	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		1301	SUPVY PHYSICAL SCIENTIST
00011988	09/28/97	1	1.00	NE000000	NCEA	NCEA - IO		0401	BIOLOGIST
00005851	06/09/97	1	1.00	N0000000	IOAA	IOAA - IO		0343	SUPVY PROGRAM ANALYST
00014275	06/12/16	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0401	BIOLOGIST
02333874	05/01/16	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0415	TOXICOLOGIST
00003065	06/09/85	1	1.00	N0C00000	OSIM	OSIM - IO		0340	DIRECTOR, OFFICE OF SCIENTIFIC INFOR
00013719	03/19/90	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0893	CHEMICAL ENGINEER
00031956	02/08/04	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1529	MATHEMATICAL STATISTICIAN

GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED

00009410	09/10/00	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB	(b)(6)	1530	STATISTICIAN (BIOLOGY)
00008294	04/07/91	1	1.00	NFF00000	NCER	NCER - ASED		1301	SUPERVISORY PHYSICAL SCIENTIST
00013425	03/14/99	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0403	MICROBIOLOGIST
02333493	11/29/15	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0150	GEOGRAPHER
00014107	11/29/15	1	0.00	N0000000	IOAA	IOAA - IO		0401	EXPERT
00013259	01/11/98	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0401	RESEARCH BIOLOGIST
00026603	08/23/04	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0401	BIOLOGIST
02333471	11/15/15	1	1.00	NC000000	NCCT	NCCT - IO		0415	TOXICOLOGIST
00009228	05/23/88	1	1.00	NFG00000	NCER	NCER - PPRD		1301	LEAD PHYSICAL SCIENTIST
00020067	09/25/89	1	1.00	NED00000	NCEA	NCEA - IRISD - IO		0343	PROGRAM ANALYST
00014010	12/07/97	1	1.00	NDK0A000	NHEERL	NHEERL - GED - POS		0690	INDUSTRIAL HYGIENIST
00001998	07/31/88	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		1320	RESEARCH CHEMIST
00005524	05/20/90	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0893	CHEMICAL ENGINEER
00003549	05/19/88	1	1.00	NAJ00000	NERL	NERL - SED - IO		0343	PROGRAM ANALYST
00024376	01/23/05	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	SUPV EXTRAMURAL MANAGEMENT SPECIALIST
00030531	10/30/16	1	0.00	NDJD0000	NHEERL	NHEERL - AED - MAB		1360	EXPERT
00020709	03/10/02	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0343	PROGRAM ANALYST
02335005	01/08/17	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0101	SOCIAL SCIENTIST
00025591	04/16/06	1	1.00	NB0B0000	NRMRL	NRMRL - IO - TCOS		1035	PUBLIC AFFAIRS SPECIALIST
00032864	02/05/95	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		0343	MANAGEMENT & PROG ANALYST
00019838	01/06/81	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0601	RESEARCH HEALTH SCIENTIST
00021523	09/29/02	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	RESEARCH PHYSICAL SCIENTIST
00010866	02/01/90	1	1.00	NG000000	NHSRC	NHSRC - IO		1301	ENVIRONMENTAL SCIENTIST
00009165	12/07/84	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
02334433	06/14/15	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
02333467	11/15/15	1	1.00	NAH00000	NERL	NERL - CED - IO		1520	MATHEMATICIAN

GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00012941	05/23/91	1	1.00	N0CC0000	OSIM	OSIM - ASD	(b)(6)	2210	INFORMATION TECHNOLOGY SPECIALIST
00025012	08/07/05	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00032487	11/27/16	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	CHEMIST
02334860	09/15/09	1	1.00	NAJ00000	NERL	NERL - SED - IO		0341	ADMINISTRATIVE OFFICER
00020511	12/02/01	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0401	BIOLOGIST
00026325	11/12/06	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST
00004245	06/30/88	1	1.00	N0B00000	OSA	OSA - IO		0401	BIOLOGIST
00031802	10/24/10	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		1550	RESEARCH COMPUTER SCIENTIST
00017315	04/18/99	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0435	RESEARCH PLANT PHYSIOLOGIST
00022878	01/12/02	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		0819	ENVIRONMENTAL ENGINEER
00019519	01/05/86	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0560	BUDGET ANALYST
00019425	04/08/87	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0343	PROGRAM ANALYST
00008367	08/09/86	1	1.00	N0CB0000	OSIM	OSIM - EOD		2210	IT SPECIALIST (SYSANALYSIS)
00031025	07/09/10	1	1.00	N0EBA000	OPARM	OPARM - PBPAB		0343	PROGRAM ANALYST
00011229	03/15/98	1	1.00	N0F00000	IOAA	IOAA - SCS		1035	PUBLIC AFFAIRS SPECIALIST
00020561	01/13/02	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		1360	RESEARCH OCEANOGRAPHER
00010462	03/13/77	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		0819	ENVIRONMENTAL ENGINEER
00028810	09/28/08	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0819	ENVIRONMENTAL ENGINEER
00023013	11/30/03	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0601	HEALTH SCIENTIST
00008803	01/13/84	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0343	MANAGEMENT & PROG ANALYST
02333459	06/12/16	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		0819	ENVIRONMENTAL ENGINEER
00332098	07/06/14	1	0.38	NF000000	NCER	NCER - IO		0399	STUDENT TRAINEE (ADMINISTRATION)
00010972	05/21/91	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT & PROG ANALYST
00028416	09/14/86	1	1.00	NAJ00000	NERL	NERL - SED - IO		2210	INFORMATION TECHNOLOGY SPECIALIST
00010896	04/25/99	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1311	PHYSICAL SCIENCE TECHNICIAN
02333469	12/06/15	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0401	BIOLOGIST
00026378	03/03/97	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	BIOLOGIST

GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00032987	10/02/05	1	1.00	NAH00000	NERL	NERL - CED - IO	(b)(6)	0340	PROGRAM MANAGER
02333284	11/01/15	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0150	GEOGRAPHER
00005614	01/18/97	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	BIOLOGIST
00027339	09/30/07	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0415	TOXICOLOGIST
00020643	09/09/97	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0601	SUPV ENVIRONMENTAL HEALTH SCIENTIST
00024203	10/31/04	1	1.00	N0CC0000	OSIM	OSIM - ASD		2210	INFORMATION TECHNOLOGY SPECIALIST
00031761	10/10/10	1	1.00	N0D00000	OSP	OSP - IO		1301	PHYSICAL SCIENTIST
00001614	05/05/91	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1301	RESEARCH PHYSICAL SCIENTIST
00010100	07/14/91	1	1.00	NAJB0000	NERL	NERL - SED - EIB		1320	RESEARCH CHEMIST
00002135	09/27/98	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00006050	06/19/88	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	RESEARCH CHEMIST
02333280	09/27/15	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0819	ENVIRONMENTAL ENGINEER
00019851	12/08/86	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0560	SUPERVISORY BUDGET ANALYST
00021337	08/11/02	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		1301	PHYSICAL SCIENTIST
00022797	09/21/03	1	1.00	NA0C0000	NERL	NERL - IO - SFS		1306	HEALTH PHYSICIST
00027145	09/18/12	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0403	MICROBIOLOGIST
00001796	10/04/81	1	1.00	NEB00000	NCEA	NCEA - WDC - IO		0340	DIR., NATIONAL CENTER FOR ENVIRONMENT
00026363	01/02/07	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		0819	ENVIRONMENTAL ENGINEER
00018893	04/04/85	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	PROGRAM SPECIALIST
00020509	12/02/01	1	1.00	N0A00000	OARS	OARS - IO		0501	FINANCIAL SPECIALIST
02334644	12/25/16	1	1.00	NF000000	NCER	NCER - IO		0343	PROGRAM ANALYST
00027363	11/06/00	1	1.00	N0ACD000	OARS	OARS - BED - RTP2SB		0560	BUDGET ANALYST
00030543	01/31/10	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		1530	STATISTICIAN
00030789	05/09/10	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0560	BUDGET ANALYST
00028771	09/14/08	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0403	RESEARCH MICROBIOLOGIST
00026115	11/14/04	1	1.00	NA0C0000	NERL	NERL - IO - SFS		0601	ENVIRONMENTAL HEALTH SCIENTIST
00027338	09/30/07	1	1.00	NFF00000	NCER	NCER - ASED		0601	ENVIRONMENTAL HEALTH SCIENTIST

GS-15	Supv	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED

00027609	02/03/08	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB	(b)(6)	1320	CHEMIST
00008151	10/21/94	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0408	RESEARCH ECOLOGIST
00025003	07/24/05	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		1320	CHEMIST
00002138	06/18/86	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		0408	ECOLOGIST
00002705	08/04/79	1	1.00	N0DC0000	OSP	OSP - PSB		0401	LEAD BIOLOGIST
00003096	04/02/95	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1301	RESEARCH PHYSICAL SCIENTIST
00008721	01/01/95	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
02332704	08/09/15	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0415	TOXICOLOGIST
02332153	07/30/14	1	0.00	N0000000	IOAA	IOAA - IO		0893	EXPERT
00030667	11/17/12	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		1301	PHYSICAL SCIENTIST
00010563	10/07/80	1	1.00	N0ACB000	OARS	OARS - BED - CSB		0560	BUDGET ANALYST
00033009	08/20/06	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00027418	01/16/96	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0601	SUPERVISORY HEALTH SCIENTIST
00008952	01/01/95	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST
00011210	01/19/01	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		0403	MICROBIOLOGIST
00016099	12/06/99	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00032121	02/27/11	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		0301	INFORMATION MANAGEMENT SPECIALIST
00025390	01/08/06	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0341	ADMINISTRATIVE OFFICER
02334504	10/02/16	1	0.00	N0B00000	OSA	OSA - IO		0601	ADVISORY COMMITTEE MEMBER
02332871	06/14/15	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0499	STUDENT TRAINEE (BIOLOGY)
02332544	04/05/15	1	0.00	N0000000	IOAA	IOAA - IO		0601	EXPERT
00023877	08/08/04	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		0343	SUPERVISORY MGMT & PROGRAM ANALYST
02332415	01/25/15	1	0.00	N0D00000	OSP	OSP - IO		0810	ADVISORY COMMITTEE MEMBER
00025552	11/02/14	1	0.00	N0B00000	OSA	OSA - IO		0601	ADVISORY COMMITTEE MEMBER
02332963	06/28/15	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0899	STUDENT TRAINEE (ENGINEERING)
00002051	04/16/95	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		0401	BIOLOGIST

GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED

02333453	01/24/16	1	1.00	NGA00000	NHSRC	NHSRC - TCAD	(b)(6)	0893	CHEMICAL ENGINEER
00332047	06/22/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00013547	02/10/91	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
02333628	02/21/16	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
02333861	07/10/16	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST
02335126	01/08/02	1	1.00	NED00000	NCEA	NCEA - IRISD - IO		0401	SUPERVISORY BIOLOGIST
00005030	09/14/97	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	SUPERVISORY BIOLOGIST
00031361	07/04/10	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	RESEARCH BIOLOGIST
02334683	12/11/16	1	1.00	NFG00000	NCER	NCER - PPRD		0401	BIOLOGIST
00015371	02/22/98	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
02334234	10/02/16	1	1.00	NFF00000	NCER	NCER - ASED		0819	ENVIRONMENTAL ENGINEER
00001532	09/27/98	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0408	ECOLOGIST
00032310	05/08/11	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		1301	PHYSICAL SCIENTIST
00010741	04/18/77	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		1301	PHYSICAL SCIENTIST
00018866	05/23/83	1	1.00	N0B00000	OSA	OSA - IO		0343	PROGRAM ANALYST
02334393	10/16/16	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	PHYSICAL SCIENTIST
00022337	06/15/03	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	PHYSICAL SCIENTIST
00011859	03/02/93	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0401	BIOLOGIST
00025643	05/14/06	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0150	GEOGRAPHER
00003269	06/13/93	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		1301	PHYSICAL SCIENTIST
00024488	06/10/99	1	1.00	ND000000	NHEERL	NHEERL - IO		1035	PUBLIC AFFAIRS SPECIALIST
00014333	10/06/90	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST
00031020	06/06/10	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
00006761	05/14/80	1	1.00	NE000000	NCEA	NCEA - IO		1501	CHEMICAL RISK ASSESSMENT SCIENTIST
00015437	07/20/97	1	1.00	N0000000	IOAA	IOAA - IO		1301	SUPERVISORY PHYSICAL SCIENTIST
00008656	05/27/82	1	0.50	NDC00000	NHEERL	NHEERL - ISTD - IO		0401	BIOLOGIST
00019762	06/02/91	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	RESEARCH CHEMIST

PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00026429	01/07/07	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB	(b)(6)	0408	ECOLOGIST
00013693	04/18/99	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	RESEARCH ECOLOGIST
02334745	01/08/17	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		0401	BIOLOGIST
02333192	09/06/15	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0415	TOXICOLOGIST
00029329	04/12/09	1	1.00	NBBD0000	NRMRL	NRMRL - LRPCD - ESMB		0408	ECOLOGIST
00007295	09/04/89	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST
00032279	04/24/11	1	1.00	NDG0A000	NHEERL	NHEERL - WED - POS		0343	SUPERVISORY MGMT & PROGRAM ANALYST
00024664	04/10/02	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	ACQUISITION SPECIALIST
00018287	12/10/90	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0819	ENVIRONMENTAL ENGINEER
00032192	04/03/03	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0560	BUDGET ANALYST
00006726	08/27/90	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0560	SUPERVISORY BUDGET ANALYST
00007754	06/28/84	1	1.00	N0ACD000	OARS	OARS - BED - RTP2SB		0560	BUDGET ANALYST
00032903	08/14/11	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1550	COMPUTER SCIENTIST
00009310	09/05/94	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	BIOLOGIST
02334688	12/25/16	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00010961	08/01/83	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00031801	10/24/10	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00013320	04/02/92	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0401	AQUATIC BIOLOGIST
00024381	02/06/05	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0415	RESEARCH TOXICOLOGIST
00015269	02/02/86	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
00001448	11/02/84	1	1.00	N0000000	IOAA	IOAA - IO		0401	SUPERVISORY BIOLOGIST
00032332	05/08/11	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1316	HYDROLOGIC TECHNICIAN
00015162	08/17/94	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		1320	CHEMIST
00020834	09/07/93	1	1.00	NC000000	NCCT	NCCT - IO		1301	PHYSICAL SCIENTIST
00024541	05/01/05	1	1.00	NC000000	NCCT	NCCT - IO		0401	BIOLOGIST
00031374	07/07/10	1	0.00	N0D00000	OSP	OSP - IO		0184	ADVISORY COMMITTEE MEMBER

GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED

00033724	11/02/14	1	0.00	N0D00000	OSP	OSP - IO	[redacted]	0415	ADVISORY COMMITTEE MEMBER
00013732	02/28/90	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB	[redacted]	0404	BIOLOGICAL SCIENCE LAB TECH
00013493	08/16/98	1	0.40	NAGE0000	NERL	NERL - EMMD - MEB	[redacted]	1320	RESEARCH CHEMIST
00029824	06/21/09	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB	[redacted]	0802	ENGINEERING TECHNICIAN
00005002	04/15/82	1	1.00	NC000000	NCCT	NCCT - IO	[redacted]	0000	DEPUTY DIRECTOR, NCCT
00014823	04/03/00	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB	[redacted]	1529	MATHEMATICAL STATISTICIAN
02333105	07/26/15	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB	[redacted]	0899	STUDENT TRAINEE (ENGINEERING)
02334505	10/30/16	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB	[redacted]	0899	STUDENT TRAINEE (ENGINEERING)
02334491	01/07/16	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0343	PROGRAM ANALYST
00010323	07/19/87	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB	[redacted]	0601	ENVIRONMENTAL HEALTH SCIENTIST
00022883	10/19/03	1	1.00	N0DC0000	OSP	OSP - PSB	[redacted]	1301	PHYSICAL SCIENTIST
00007089	11/15/85	1	1.00	NF000000	NCER	NCER - IO	[redacted]	0341	ADMINISTRATIVE OFFICER
00032860	08/20/09	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS	[redacted]	0301	INFORMATION MANAGEMENT SPECIALIST
00028667	08/31/08	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0343	SUPVY PROGRAM ANALYST
00031807	04/27/97	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO	[redacted]	0318	SECRETARY (OA)
00008134	05/10/98	1	1.00	N0DA0000	OSP	OSP - R/S/T SS	[redacted]	1301	PHYSICAL SCIENTIST
00025187	10/02/05	1	1.00	N0DC0000	OSP	OSP - PSB	[redacted]	0401	BIOLOGIST
00005784	08/01/99	1	1.00	NAHD0000	NERL	NERL - CED - WEB	[redacted]	0408	RESEARCH ECOLOGIST
00022936	03/26/89	1	1.00	N0ADD000	OARS	OARS - EMD - SAB	[redacted]	1102	CONTRACT SPECIALIST
00010508	05/09/99	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS	[redacted]	0401	BIOLOGIST
00009238	01/01/95	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB	[redacted]	0401	BIOLOGIST
00032406	05/22/11	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB	[redacted]	0802	ENGINEERING TECHNICIAN
00033119	12/04/11	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB	[redacted]	0401	BIOLOGIST
02334580	10/16/16	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB	[redacted]	0028	ENVIRONMENTAL PROTECTION SPECIALIST
00030566	01/31/10	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB	[redacted]	0802	ENGINEERING TECHNICIAN
00026098	08/20/06	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS	[redacted]	0401	BIOLOGIST

(b)(6)

SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00013979	06/01/87	1	1.00	N0D00000	OSP	OSP - IO	(b)(6)	1301	SUPERVISORY PHYSICAL SCIENTIST
02332320	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		0601	ADVISORY COMMITTEE MEMBER
00014228	04/02/95	1	1.00	NDK0A000	NHEERL	NHEERL - GED - POS		1640	FACILITY OPERATIONS SPECIALIST
00026031	07/09/06	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	RESEARCH BIOLOGIST
00024633	04/06/01	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	BIOLOGIST
00017464	05/27/67	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		0401	RESEARCH AQUATIC BIOLOGIST
00003480	08/01/79	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0819	ENVIRONMENTAL ENGINEER
00029204	02/15/09	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0401	BIOLOGIST
00019211	01/05/86	1	1.00	N0CA0000	OSIM	OSIM - PMSD		0343	PROGRAM ANALYST
02332996	12/17/05	1	0.50	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1399	STUDENT TRAINEE (PHYSICAL SCIENCE)
02333362	01/10/16	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0408	ECOLOGIST
00018142	05/03/92	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0403	RESEARCH MICROBIOLOGIST
02333967	06/12/16	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0401	BIOLOGIST
00026718	08/02/87	1	1.00	N0CD0000	OSIM	OSIM - CSD		0343	PROGRAM ANALYST
00021660	11/03/02	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0403	MICROBIOLOGIST
00033019	02/27/03	1	1.00	N0CE0000	OSIM	OSIM - IMSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00006845	01/28/01	1	1.00	NE000000	NCEA	NCEA - IO		1301	PHYSICAL SCIENTIST
00028927	11/29/15	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	EPIDEMIOLOGIST
00002541	03/01/98	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0415	RESEARCH TOXICOLOGIST
00016928	08/31/97	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
02332261	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		1315	ADVISORY COMMITTEE MEMBER
02332660	05/31/15	1	1.00	NC000000	NCCT	NCCT - IO		0415	TOXICOLOGIST
02333867	05/29/13	1	1.00	NC000000	NCCT	NCCT - IO		0401	CELL BIOLOGIST
00002066	10/01/84	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00011673	04/13/83	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0415	RESEARCH TOXICOLOGIST
00031899	12/05/10	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		0110	ECONOMIST
00021861	09/12/99	1	1.00	N0AB0000	OARS	OARS - TMD		0344	PROGRAM ASSISTANT
00015195	10/17/82	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST

GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PD-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 JR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED

00001154	09/08/91	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB	[redacted]	0408	ECOLOGIST
00001324	04/27/86	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		1301	RESEARCH ENVIRONMENTAL SCIENTIST
00014936	05/05/91	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0403	RESEARCH MICROBIOLOGIST
00031386	02/06/06	1	1.00	N0CE0000	OSIM	OSIM - IMSD		0308	RECORDS & INFORMATION MGT SPECIALIST
00014694	01/27/86	1	0.50	NDE00000	NHEERL	NHEERL - EPHD - IO		0401	RESEARCH BIOLOGIST
00018181	09/28/97	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0408	SUPVY. ECOLOGIST
02333460	11/01/15	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00027328	09/30/92	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	SUPERVISORY RESEARCH BIOLOGIST
00020263	09/09/01	1	1.00	N0AC0000	OARS	OARS - BED - IO		0560	LEAD BUDGET ANALYST
00032963	09/11/11	1	0.80	NAHC0000	NERL	NERL - CED - HEDMB		0601	ENVIRONMENTAL HEALTH SCIENTIST
02332690	05/31/15	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0415	TOXICOLOGIST
00021606	03/06/95	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00007356	11/01/15	1	0.00	N0000000	IOAA	IOAA - IO		0601	EXPERT
00026436	01/07/07	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
02332939	06/21/15	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0399	STUDENT TRAINEE (ADMINISTRATION)
00022863	10/19/03	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
00017607	09/28/86	1	1.00	NFG00000	NCER	NCER - PPRD		0343	PROGRAM ANALYST (LEADER)
00025097	09/04/05	1	1.00	N0CE0000	OSIM	OSIM - IMSD		0343	PROGRAM ANALYST
00004522	02/08/88	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		1320	RESEARCH CHEMIST
00019813	08/30/98	1	0.60	N0DB0000	OSP	OSP - CPS		0819	ENVIRONMENTAL ENGINEER
02334459	01/08/17	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0415	TOXICOLOGIST
00010488	10/11/75	1	1.00	N0AD0000	OARS	OARS - EMD - IO		0341	ADMINISTRATIVE OFFICER
00012542	08/22/92	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0819	ENVIRONMENTAL ENGINEER
02335015	08/25/02	1	1.00	NC000000	NCCT	NCCT - IO		2210	IT SPEC (DATAMGT)
00012694	08/26/90	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		0318	SECRETARY (OA)
00028562	08/03/08	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		1301	SUPVY PHYSICAL SCIENTIST
00024851	06/26/05	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST

(b)(6)

GS-15	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
ST/SL	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Supv	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00025354	12/11/05	1	1.00	N0DA0000	OSP	OSP - R/S/T SS	(b)(6)	1301	PHYSICAL SCIENTIST
00027491	04/11/04	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		1515	OPERATIONS RESEARCH ANALYST
00028397	07/06/08	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
02333384	10/18/15	1	0.00	N0000000	IOAA	IOAA - IO		0405	CONSULTANT
00020443	11/18/01	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0482	RESEARCH FISH BIOLOGIST
00008574	01/01/95	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	BIOLOGIST
02332748	06/14/15	1	1.00	NC000000	NCCT	NCCT - IO		1550	COMPUTER SCIENTIST
00018909	09/17/92	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	ACQUISITION SPECIALIST
00026227	09/28/94	1	1.00	NDC00000	NHEERL	NHEERL - ISTD - IO		0401	RESEARCH BIOLOGIST
00020302	09/27/01	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		0401	SUPERVISORY BIOLOGIST
00024557	05/22/10	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	RESEARCH HEALTH SCIENTIST
00008667	02/01/95	1	1.00	N0ACD000	OARS	OARS - BED - RTP2SB		0560	SUPERVISORY BUDGET ANALYST
00016066	01/01/95	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		1301	PHYSICAL SCIENTIST
00022711	08/24/03	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1320	RESEARCH CHEMIST
00024233	07/18/99	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0601	RESEARCH HEALTH SCIENTIST
00013260	06/02/93	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00011043	05/25/97	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQM		1301	SUPVY PHYSICAL SCIENTIST
00013279	08/25/91	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		0408	RESEARCH ECOLOGIST
00031525	08/15/10	1	1.00	N0AB0000	OARS	OARS - TMD		0341	ADMINISTRATIVE OFFICER
00010567	05/09/99	1	1.00	NB0D0000	NRMRL	NRMRL - IO - ETAVOS		0028	ENVIRONMENTAL PROTECTION SPECIALIST
02334562	11/27/16	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
02333337	11/01/15	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		1301	PHYSICAL SCIENTIST
00029336	07/29/98	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00011589	11/11/84	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00020013	02/02/97	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1301	SUPERVISORY PHYSICAL SCIENTIST
02334952	12/28/13	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	ACQUISITION SPECIALIST

GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ATH, GA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED

00020678	02/27/02	1	1.00	N0DA0000	OSP	OSP - R/S/T SS	(b)(6)	0819	ENVIRONMENTAL ENGINEER
00021447	10/18/02	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0408	RESEARCH ECOLOGIST
00019726	08/08/93	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0858	BIOMEDICAL ENGINEER
00031992	01/16/11	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
00011884	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0819	ENVIRONMENTAL ENGINEER
00032113	03/13/11	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	PHYSICAL SCIENTIST
00028803	09/28/08	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0802	ENGINEERING TECHNICIAN
00025231	10/16/05	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	RESEARCH BIOLOGIST
00014027	08/04/95	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		1530	STATISTICIAN
00012828	12/24/95	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		1315	HYDROLOGIST
00012811	11/29/15	1	0.00	N0000000	IOAA	IOAA - IO		0415	EXPERT
00022057	05/04/03	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00013025	06/17/84	1	1.00	N0DC0000	OSP	OSP - PSB		1301	SUPERVISORY PHYSICAL SCIENTIST
02332401	12/28/14	1	0.00	N0D00000	OSP	OSP - IO		1530	ADVISORY COMMITTEE MEMBER
02333983	07/10/16	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0408	ECOLOGIST
02334501	10/02/16	1	0.00	N0B00000	OSA	OSA - IO		0819	ADVISORY COMMITTEE MEMBER
00014713	08/22/02	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		1301	PHYSICAL SCIENTIST
00024309	08/07/95	1	1.00	N0F00000	IOAA	IOAA - SCS		1082	WRITER - EDITOR
00018216	10/21/90	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	RESEARCH BIOLOGIST
02332601	04/05/15	1	1.00	NC000000	NCCT	NCCT - IO		1320	CHEMIST
02334227	06/26/16	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00015199	06/28/92	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0401	BIOLOGIST
00010705	06/08/82	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0403	MICROBIOLOGIST
00032968	09/11/11	1	1.00	N0DC0000	OSP	OSP - PSB		0401	BIOLOGIST
00011009	01/18/01	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00332138	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0184	ADVISORY COMMITTEE MEMBER

GS-14	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED

00013518	06/17/01	1	1.00	NAJB0000	NERL	NERL - SED - EIB	(b)(6)	0408	ECOLOGIST
00008423	02/16/97	1	1.00	N0D00000	OSP	OSP - IO		0601	ASSOCIATE DIRECTOR FOR SCIENCE
00015204	05/24/98	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00003553	01/21/73	1	1.00	N0000000	IOAA	IOAA - IO		0340	SENIOR ADVISOR
00026158	09/03/06	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1530	STATISTICIAN
00025302	11/13/05	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0401	BIOLOGIST
00027556	01/26/03	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	CHEMIST
00015821	09/10/98	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		1301	ENVIRONMENTAL SCIENTIST
00027068	07/08/07	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		0408	RESEARCH ECOLOGIST
00010822	04/25/99	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		0802	ENGINEERING TECHNICIAN
00030215	09/13/09	1	1.00	NBE00000	NRMRL	NRMRL - GWERD - IO		1301	PHYSICAL SCIENTIST
00013465	10/08/00	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	SUPVY PROGRAM ANALYST
02332989	07/12/15	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		1530	STATISTICIAN
02332545	05/03/15	1	0.00	N0000000	IOAA	IOAA - IO		0601	EXPERT
02333528	11/15/15	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0415	TOXICOLOGIST
02333379	11/29/15	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
00004416	02/14/74	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00027932	05/25/08	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
00028785	01/25/89	1	1.00	N0AB0000	OARS	OARS - TMD		0301	LEAD PROGRAM SPECIALIST
00008401	01/01/95	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00008223	08/07/13	1	1.00	NC000000	NCCT	NCCT - IO		0415	TOXICOLOGIST
00010019	09/06/92	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0403	RESEARCH MICROBIOLOGIST
00033084	11/06/06	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0415	TOXICOLOGIST
00033680	05/19/13	1	1.00	NFF00000	NCER	NCER - ASED		0819	ENVIRONMENTAL ENGINEER
00032978	09/11/11	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0408	RESEARCH ECOLOGIST

GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
ST/SL	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 JR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED

00027793	09/02/96	1	0.75	N0AAB000	OARS	OARS - HRD - RTPCSB	(b)(6)	0343	MANAGEMENT AND PROGRAM ANALYST
00033929	11/17/13	1	0.00	N0B00000	OSA	OSA - IO		0028	ADVISORY COMMITTEE MEMBER
00003292	02/16/97	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0401	BIOLOGIST
02335365	03/08/17	1	1.00	NA0C0000	NERL	NERL - IO - SFS		0690	INDUSTRIAL HYGIENIST
00010605	10/02/94	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0893	CHEMICAL ENGINEER
00021841	09/20/15	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
00032282	05/08/11	1	1.00	NAHD0000	NERL	NERL - CED - WEB		1550	COMPUTER SCIENTIST
00032128	02/27/96	1	1.00	NAJ00000	NERL	NERL - SED - IO		0401	SUPERVISORY BIOLOGIST
00002481	06/21/69	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		2210	ITSPEC (APPSW/SYSANALYSIS)
00026334	11/12/06	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		1301	RESEARCH PHYSICAL SCIENTIST
00021968	01/21/92	1	1.00	NA000000	NERL	NERL - IO		0343	PROGRAM ANALYST
02333464	02/07/16	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		1301	PHYSICAL SCIENTIST
00010990	03/06/85	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		1301	SUPERVISORY PHYSICAL SCIENTIST
00031613	06/11/07	1	1.00	NDK0A000	NHEERL	NHEERL - GED - POS		0341	ADMINISTRATIVE OFFICER
00033261	04/20/14	1	0.00	N0B00000	OSA	OSA - IO		1530	ADVISORY COMMITTEE MEMBER
00025574	04/16/06	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	RESEARCH BIOLOGIST
02332262	10/19/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00004771	09/28/97	1	1.00	N0000000	IOAA	IOAA - IO		0401	SUPERVISORY BIOLOGIST
00030748	10/16/16	1	0.00	N0D00000	OSP	OSP - IO		1530	ADVISORY COMMITTEE MEMBER
00019971	12/02/96	1	1.00	NFG00000	NCER	NCER - PPRD		1301	SUPERVISORY PHYSICAL SCIENTIST
00026462	02/24/03	1	1.00	N0000000	IOAA	IOAA - IO		0343	MANAGEMENT ANALYST
00025273	08/14/95	1	1.00	ND000000	NHEERL	NHEERL - IO		1529	MATHEMATICAL STATISTICIAN
00033189	01/15/12	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1301	PHYSICAL SCIENTIST
00009085	12/01/92	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00016109	02/02/86	1	1.00	NDK00000	NHEERL	NHEERL - GED - IO		0401	DIRECTOR, GULF ECOLOGY DIVISION
02335127	01/08/17	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0401	BIOLOGIST
00001932	09/18/91	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0602	MEDICAL OFFICER
00028888	11/09/08	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0401	BIOLOGIST

GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED

00021113	06/16/02	1	1.00	N0F00000	IOAA	IOAA - SCS	[redacted]	0343	PROGRAM ANALYST
00008975	01/03/99	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB	[redacted]	0180	RESEARCH PSYCHOLOGIST
00028435	08/10/02	1	1.00	NAHA0000	NERL	NERL - CED - AMDB	[redacted]	1301	PHYSICAL SCIENTIST
00028409	03/15/99	1	1.00	NB000000	NRMRL	NRMRL - IO	[redacted]	1301	PHYSICAL SCIENTIST
00007338	09/01/98	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB	[redacted]	0401	SUPERVISORY BIOLOGIST
02333659	07/05/11	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB	[redacted]	1301	SUPERVISORY PHYSICAL SCIENTIST
00008465	06/17/79	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB	[redacted]	1301	PHYSICAL SCIENTIST
00010381	09/27/98	1	1.00	NAJC0000	NERL	NERL - SED - EFAB	[redacted]	1320	RESEARCH CHEMIST
00001560	04/02/95	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB	[redacted]	0401	SUPERVISORY BIOLOGIST
00020804	04/21/02	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG	[redacted]	0601	HEALTH SCIENTIST
00012090	07/01/71	1	0.00	NBCD0000	NRMRL	NRMRL - STD - SEB	[redacted]	0110	ECONOMIST
00013549	09/29/96	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB	[redacted]	0819	ENVIRONMENTAL ENGINEER
00026432	02/07/01	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0301	ACQUISITION SPECIALIST
00027033	11/07/07	1	1.00	NAJB0000	NERL	NERL - SED - EIB	[redacted]	1301	RESEARCH PHYSICAL SCIENTIST
00032095	09/05/12	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCC	[redacted]	0401	BIOLOGIST
00019924	05/18/89	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTS	[redacted]	0401	SUPERVISORY BIOLOGIST
00017911	10/31/93	1	1.00	N0EB0000	OPARM	OPARM - RPPBPD	[redacted]	0343	SUPERVISORY PROGRAM ANALYST
00014718	08/02/98	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB	[redacted]	1320	SUPVY CHEMIST
00028657	12/17/90	1	1.00	NAG00000	NERL	NERL - EMMD - IO	[redacted]	0341	ADMINISTRATIVE OFFICER
00017921	04/25/80	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB	[redacted]	0413	RESEARCH PHYSIOLOGIST
00007700	02/28/88	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB	[redacted]	0401	BIOLOGIST
00015124	07/01/93	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB	[redacted]	0802	ENGINEERING TECHNICIAN
00003918	05/14/95	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS	[redacted]	0343	PROGRAM ANALYST (LEADER)
00016766	09/13/00	1	1.00	N0ADC000	OARS	OARS - EMD - PMB	[redacted]	0343	PROGRAM ANALYST
00005276	01/28/01	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CS	[redacted]	0343	MANAGEMENT & PROG ANALYST
00010561	05/15/79	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS	[redacted]	2210	IT SPECIALIST (DATAMGT)
00022666	08/10/03	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB	[redacted]	0408	RESEARCH ECOLOGIST

GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00026057	07/23/06	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG	(b)(6)	0408	ECOLOGIST
00008939	08/31/85	1	1.00	NBD00000	NRMRL	NRMRL - APPCD - IO		0343	MANAGEMENT & PROG ANALYST
00023828	09/10/89	1	1.00	N0B00000	OSA	OSA - IO		0401	SUPERVISORY BIOLOGIST
00017957	11/23/97	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
00007056	09/11/78	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0802	ENGINEERING TECHNICIAN
00009480	01/28/01	1	1.00	NDB00000	NHEERL	NHEERL - TAD - IO		0343	PROGRAM ANALYST
00029297	03/29/09	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0401	BIOLOGIST
00005830	01/21/01	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0408	ECOLOGIST
00033824	11/24/13	1	1.00	N0B00000	OSA	OSA - IO		0401	SCIENTIFIC INTEGRITY OFFICIAL MANAGER
00010650	10/25/98	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		0401	BIOLOGIST
00008120	06/20/84	1	1.00	N0D00000	OSP	OSP - IO		0343	MANAGEMENT & PROG ANALYST
00013735	10/22/00	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	BIOLOGIST
02333529	01/10/16	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00004351	06/08/97	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		1301	SUPVY PHYSICAL SCIENTIST
00026719	03/13/11	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1316	HYDROLOGIC TECHNICIAN
00018890	06/11/00	1	1.00	N0000000	IOAA	IOAA - IO		0343	MANAGEMENT & PROG ANALYST
02334973	02/06/04	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0404	BIOLOGICAL SCIENCE LABORATORY TECH
00032213	01/13/13	1	1.00	NC000000	NCCT	NCCT - IO		1320	COMPUTATIONAL CHEMIST
00010003	11/11/91	1	1.00	NA0C0000	NERL	NERL - IO - SFS		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00001195	03/22/00	1	1.00	NA000000	NERL	NERL - IO		1301	SUPVY PHYSICAL SCIENTIST
00010828	06/28/66	1	1.00	N0E00000	OPARM	OPARM - IO		0318	SECRETARY (OA)
00014816	02/13/00	1	1.00	N0000000	IOAA	IOAA - IO		1301	DIRECTOR, ENVIRONMENTAL TECHN INFOR C
00026313	01/25/04	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
02332265	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		2210	ADVISORY COMMITTEE MEMBER
00008599	11/19/88	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0343	SUPVY PROGRAM ANALYST
00032869	07/31/11	1	1.00	NEB00000	NCEA	NCEA - WDC - IO		0401	SUPERVISORY BIOLOGIST
00027193	08/19/07	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		1301	PHYSICAL SCIENTIST
00020564	01/13/02	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0408	RESEARCH ECOLOGIST

GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
ST/SL	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
T42 JR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00028584	08/03/08	1	1.00	NFH00000	NCER	NCER - WHID	(b)(6)	1301	PHYSICAL SCIENTIST
00033217	01/21/12	1	0.00	N0B00000	OSA	OSA - IO		0601	ADVISORY COMMITTEE MEMBER
00001174	10/15/91	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0408	RESEARCH ECOLOGIST
00023549	08/23/92	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1301	PHYSICAL SCIENTIST
00026360	08/07/94	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		1306	HEALTH PHYSICIST
00032787	07/17/11	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	BIOLOGIST
00023851	07/25/04	1	1.00	N0CB0000	OSIM	OSIM - EOD		2210	SUPVY IT SPECIALIST
00030518	01/17/10	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
00001645	04/02/95	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	BIOLOGIST
00025747	11/14/08	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0404	BIOLOGICAL SCIENCE LAB TECH
00031787	10/07/07	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00008737	08/13/74	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0403	RESEARCH MICROBIOLOGIST
00010989	02/28/99	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1301	PHYSICAL SCIENTIST
00028395	07/10/13	1	1.00	NC000000	NCCT	NCCT - IO		0415	TOXICOLOGIST
00003956	04/06/82	1	1.00	NA0B0000	NERL	NERL - IO - POS		0343	PROGRAM ANALYST
00005360	03/23/94	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
00020378	07/20/98	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00008884	03/16/93	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		1320	CHEMIST
00010817	05/09/99	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		1301	PHYSICAL SCIENTIST
00002093	01/01/95	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	RESEARCH BIOLOGIST
00021963	03/23/03	1	1.00	NB0D0000	NRMRL	NRMRL - IO - ETAVOS		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00007611	04/02/95	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0401	RESEARCH BIOLOGIST
00010001	08/30/98	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		2210	IT SPECIALIST (APPSW)
00032906	05/05/02	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0408	SUPVY. ECOLOGIST
00025596	04/16/06	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
02332672	07/26/15	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0415	TOXICOLOGIST

GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
T42 JR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00006687	08/02/87	1	1.00	N0ACA000	OARS	OARS - BED - DCSB	(b)(6)	0560	BUDGET ANALYST
00007009	09/15/85	1	1.00	N0D00000	OSP	OSP - IO		0801	DIRECTOR, OFFICE OF SCIENCE POLICY
00015325	11/06/88	1	1.00	NDH0A000	NHEERL	NHEERL - MCED - POS		0343	SUPERVISORY MGMT & PROGRAM ANALYST
00022019	04/20/03	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0415	SUPERVISORY TOXICOLOGIST
00027432	11/11/07	1	1.00	N0B00000	OSA	OSA - IO		1301	PHYSICAL SCIENTIST
00027421	10/28/07	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0801	GENERAL ENGINEER
00011942	05/28/95	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0401	SUPERVISORY BIOLOGIST
00011255	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0401	BIOLOGIST
00001353	11/08/98	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1301	RESEARCH PHYSICAL SCIENTIST
00027732	04/13/08	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0413	RESEARCH PHYSIOLOGIST
00005193	01/21/01	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		0110	RESEARCH ECONOMIST
00008525	01/01/95	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00010900	09/23/79	1	1.00	NB0B0000	NRMRL	NRMRL - IO - TCOS		2210	IT SPEC (INET)
00015318	03/31/97	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00028443	07/28/03	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00021537	09/29/02	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		1301	RESEARCH PHYSICAL SCIENTIST
00030367	11/08/09	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0819	ENVIRONMENTAL ENGINEER
00029044	01/04/09	1	1.00	NA000000	NERL	NERL - IO		1301	PHYSICAL SCIENTIST
00009704	05/09/99	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0415	RESEARCH TOXICOLOGIST
00008957	11/30/92	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	BIOLOGIST
00005668	02/23/88	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0415	SUPERVISORY TOXICOLOGIST
00021193	07/08/02	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0408	ECOLOGIST
00010670	05/10/98	1	1.00	NBBD0000	NRMRL	NRMRL - LRPCD - ESMB		0403	MICROBIOLOGIST
02333331	01/10/16	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0101	SOCIAL SCIENTIST
00031781	12/18/04	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00015175	07/26/76	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0404	BIOLOGICAL SCIENCE LAB TECH
00030731	04/11/10	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0415	SUPERVISORY TOXICOLOGIST

GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00020482	07/26/01	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB	(b)(6) redacted	1320	RESEARCH CHEMIST
00001895	10/05/97	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	RESEARCH EPIDEMIOLOGIST
00018302	02/10/91	1	1.00	NDH00000	NHEERL	NHEERL - MCED - IO		0408	ECOLOGIST
02333444	12/27/15	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	BIOLOGIST
02333454	12/27/15	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00023770	07/11/04	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0401	BIOLOGIST
00022972	12/30/97	1	1.00	ND000000	NHEERL	NHEERL - IO		0401	SUPERVISORY BIOLOGIST
00026008	07/09/06	1	1.00	N0EA0000	OPARM	OPARM - PAMID		0343	PROGRAM ANALYST
00030433	12/06/09	1	1.00	NFH00000	NCER	NCER - WHID		1301	PHYSICAL SCIENTIST
00004157	03/02/91	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1301	RESEARCH PHYSICAL SCIENTIST
00020565	01/13/02	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0401	AQUATIC BIOLOGIST
00028039	05/25/08	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0404	BIOLOGICAL SCIENCE LAB TECH
00020044	10/13/96	1	1.00	NDH00000	NHEERL	NHEERL - MCED - IO		0401	DIRECTOR, MID-CONTINENT ECOLOGY DIV
00015328	12/25/85	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00025888	06/11/06	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0401	SUPERVISORY RESEARCH BIOLOGIST
02333212	09/20/15	1	0.00	N0000000	IOAA	IOAA - IO		0401	EXPERT
00013254	01/24/94	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		1320	CHEMIST
00032875	08/14/11	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00031962	01/02/11	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0830	MECHANICAL ENGINEER
00010430	09/30/89	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO		0801	SUPERVISORY GENERAL ENGINEER
00028734	09/14/08	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0408	ECOLOGIST
00025775	08/07/05	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0408	RESEARCH ECOLOGIST
02334879	12/25/16	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST
00023768	02/08/88	1	1.00	ND000000	NHEERL	NHEERL - IO		0340	DEPUTY DIRECTOR FOR MGMT, NHEERL
00008739	02/07/99	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00026570	04/01/07	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		0401	SUPERVISORY BIOLOGIST
00013376	11/19/00	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0415	SUPERVISORY RESEARCH TOXICOLOGIST

GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DUL, MN	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DUL, MN	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00002030	03/08/94	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB	(b)(6)	0401	BIOLOGIST
00028233	06/22/08	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0401	SUPERVISORY BIOLOGIST
00025562	04/02/06	1	0.60	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	BIOLOGIST
00025388	01/08/06	1	1.00	NC000000	NCCT	NCCT - IO		0415	RESEARCH TOXICOLOGIST
00332072	06/30/16	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00032945	09/11/11	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00031842	11/07/10	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MANAGEMENT SPECIALIST
00006685	03/05/78	1	1.00	N0AB0000	OARS	OARS - TMD		0301	LEAD PROGRAM SPECIALIST
00028745	09/14/08	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	BIOLOGIST
02332403	12/28/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00030261	09/27/09	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1315	HYDROLOGIST
02334861	09/28/08	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00012889	08/29/99	1	1.00	N0F00000	IOAA	IOAA - SCS		0301	SUPVY COMMUNICATION & INFO SPEC
00010027	04/19/98	1	1.00	N0000000	IOAA	IOAA - IO		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00020325	11/05/99	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS		0343	PROGRAM ANALYST
00009104	01/01/95	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		1320	CHEMIST
00008691	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0856	ELECTRONICS TECHNICIAN
00022996	09/14/03	1	0.00	N0000000	IOAA	IOAA - IO		1301	EXPERT
00009225	04/25/99	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0802	ENGINEERING TECHNICIAN
00005882	01/08/94	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0415	RESEARCH TOXICOLOGIST
00026335	11/12/06	1	1.00	NFF00000	NCER	NCER - ASED		1301	PHYSICAL SCIENTIST
00008712	03/24/93	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00007701	09/17/90	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	SUPERVISORY BIOLOGIST
00007183	01/21/96	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
00024960	07/10/05	1	1.00	N0EB0000	OPARM	OPARM - RPPBPD		0343	PROGRAM ANALYST
00010953	07/29/90	1	1.00	NB0B0000	NRMRL	NRMRL - IO - TCOS		1035	PUBLIC AFFAIRS SPECIALIST
02333843	03/01/10	1	1.00	N0000000	IOAA	IOAA - IO		0399	STUDENT TRAINEE (ADMINISTRATION)

GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00008124	05/17/98	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB	(b)(6)	0401	RESEARCH BIOLOGIST
00032329	05/08/11	1	1.00	NFF00000	NCER	NCER - ASED		1301	PHYSICAL SCIENTIST
02334397	08/31/07	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST
00008140	07/20/97	1	1.00	N0000000	IOAA	IOAA - IO		0819	ENVIRONMENTAL ENGINEER
02332445	04/05/15	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1320	CHEMIST
00031678	09/12/10	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0819	ENVIRONMENTAL ENGINEER
02332359	12/14/14	1	0.00	N0D00000	OSP	OSP - IO		0110	ADVISORY COMMITTEE MEMBER
00031362	07/04/10	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00028429	10/31/04	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00003532	02/08/98	1	1.00	NE000000	NCEA	NCEA - IO		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00015686	11/11/85	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS		0343	PROGRAM ANALYST
00010820	10/07/90	1	1.00	NG000000	NHSRC	NHSRC - IO		0343	MANAGEMENT & PROG ANALYST
00002244	04/25/99	1	1.00	NBBD0000	NRMRL	NRMRL - LRPCD - ESMB		1301	PHYSICAL SCIENTIST
00001420	01/14/01	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
02332431	05/17/15	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0819	ENVIRONMENTAL ENGINEER
00019961	06/26/00	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00032046	11/23/99	1	1.00	NC000000	NCCT	NCCT - IO		0341	ADMINISTRATIVE OFFICER
00023569	06/03/91	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1301	PHYSICAL SCIENTIST
02333875	06/26/16	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00013152	06/14/98	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0343	PROGRAM ANALYST
00015963	07/03/83	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0408	RESEARCH ECOLOGIST
00025740	06/13/10	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		1301	PHYSICAL SCIENTIST
00002675	01/01/95	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	BIOLOGIST
00013811	04/02/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		1301	ENVIRONMENTAL SCIENTIST
00012259	01/01/95	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00032120	01/07/09	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	BIOLOGIST

GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00011131	11/25/84	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB	(b)(6)	0601	ENVIRONMENTAL HEALTH SCIENTIST
00015265	02/14/93	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00015158	09/08/93	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00009161	02/19/89	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0819	ENVIRONMENTAL ENGINEER
00017702	04/11/99	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1301	PHYSICAL SCIENTIST
00004793	05/25/97	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1301	SUPERVISORY PHYSICAL SCIENTIST
00013302	09/30/98	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		1301	PHYSICAL SCIENTIST
00006597	06/07/98	1	1.00	NEB00000	NCEA	NCEA - WDC - IO		0343	PROGRAM ANALYST
00021929	03/09/03	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	SUPERVISORY BIOLOGIST
02332260	10/19/14	1	0.00	N0D00000	OSP	OSP - IO		0415	ADVISORY COMMITTEE MEMBER
00006631	04/22/97	1	1.00	NF000000	NCER	NCER - IO		0819	SUPERVISORY ENVIRON ENGINEER
00013401	04/09/91	1	1.00	N0C00000	OSIM	OSIM - IO		0401	BIOLOGIST
00018137	09/21/97	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0470	RESEARCH SOIL SCIENTIST
00002060	10/01/98	1	1.00	NE000000	NCEA	NCEA - IO		2210	IT SPECIALIST (INET)
00015254	11/11/84	1	0.50	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	RESEARCH BIOLOGIST
00001175	04/02/95	1	0.53	NDJB0000	NHEERL	NHEERL - AED - WDB		1320	CHEMIST
00025113	09/04/05	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		1301	PHYSICAL SCIENTIST
00010532	07/06/97	1	1.00	NAHD0000	NERL	NERL - CED - WEB		0401	SUPERVISORY BIOLOGIST
00026492	02/25/07	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
02334966	01/06/08	1	1.00	NC000000	NCCT	NCCT - IO		2210	IT SPEC (DATAMGT)
00020699	01/09/02	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00018761	06/22/80	1	1.00	NFG00000	NCER	NCER - PPRD		0343	PROGRAM ANALYST
00031459	07/19/06	1	1.00	NBD00000	NRMRL	NRMRL - APPCD - IO		0318	SECRETARY
00011856	09/08/92	1	1.00	ND000000	NHEERL	NHEERL - IO		1035	PUBLIC AFFAIRS SPECIALIST
00014391	05/17/99	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1311	PHYSICAL SCIENCE TECHNICIAN
00031330	07/04/10	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		1412	TECHNICAL INFORMATION SPEC

GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00024273	12/12/04	1	1.00	NED00000	NCEA	NCEA - IRISD - IO	(b)(6)	0415	TOXICOLOGIST
02332651	05/03/15	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		1301	PHYSICAL SCIENTIST
00018784	12/13/87	1	1.00	NFG00000	NCER	NCER - PPRD		0819	ENVIRONMENTAL ENGINEER
00026216	09/17/91	1	1.00	NC000000	NCCT	NCCT - IO		1320	RESEARCH CHEMIST (BIOINFORMATICS)
02332881	06/14/15	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
00008206	05/08/90	1	1.00	N0000000	IOAA	IOAA - IO		0340	DEPUTY ASSISTANT ADMIN FOR MANAGEMENT
00013207	05/16/92	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00032206	03/27/11	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0415	TOXICOLOGIST
00002183	05/01/01	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0408	ECOLOGIST
00027756	04/27/08	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0343	MANAGEMENT & PROG ANALYST
02332740	07/12/15	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST
00030727	04/11/10	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		0819	ENVIRONMENTAL ENGINEER
02333305	11/01/15	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1301	PHYSICAL SCIENTIST
02334797	12/25/16	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		1301	PHYSICAL SCIENTIST
00032040	03/17/86	1	1.00	NB000000	NRMRL	NRMRL - IO		0318	SECRETARY (OA)
00030294	10/11/09	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1311	PHYSICAL SCIENCE TECHNICIAN
00017285	09/16/96	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		1301	RESEARCH PHYSICAL SCIENTIST
00027174	08/19/07	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	SUPERVISORY PHYSICAL SCIENTIST
00011811	08/27/78	1	1.00	N0000000	IOAA	IOAA - IO		0401	SUPERVISORY BIOLOGIST
00018111	08/20/00	1	1.00	NFF00000	NCER	NCER - ASED		1301	PHYSICAL SCIENTIST
00031232	10/05/10	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	BIOLOGIST
00012999	07/17/84	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0602	MEDICAL OFFICER
00008707	03/25/89	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		1360	RESEARCH OCEANOGRAPHER
00005181	04/15/73	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
00001561	12/16/79	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0028	ENVIRONMENTAL PROTECTION SPECIALIST
02334693	12/25/16	1	0.00	N0D00000	OSP	OSP - IO		0601	ADVISORY COMMITTEE MEMBER
00010680	04/25/99	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCE		0403	MICROBIOLOGIST
00012049	09/29/98	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		1320	CHEMIST

GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	ATH, GA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00023778	10/19/14	1	0.00	N0D00000	OSP	OSP - IO	(b)(6)	0601	ADVISORY COMMITTEE MEMBER
00005903	10/07/90	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	RESEARCH ECOLOGIST
00002075	09/18/89	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0415	RESEARCH TOXICOLOGIST
00024180	04/22/01	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00023227	09/14/97	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0415	TOXICOLOGIST
00013964	06/25/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		2210	ITSPEC (APPSW/SYSANALYSIS)
00005256	04/02/95	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		1301	RESEARCH PHYSICAL SCIENTIST
00002684	02/24/91	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	PHYSICAL SCIENTIST
00013291	08/02/90	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		1301	RESEARCH PHYSICAL SCIENTIST
00033243	03/13/11	1	1.00	N0EA0000	OPARM	OPARM - PAMID		0343	PROGRAM ANALYST
00013649	12/04/77	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0819	ENVIRONMENTAL ENGINEER
00025898	10/27/99	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		1530	STATISTICIAN (BIOLOGY)
00030434	12/06/09	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		1301	PHYSICAL SCIENTIST
00021724	12/01/02	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0403	MICROBIOLOGIST
00020644	02/10/02	1	0.00	N0D00000	OSP	OSP - IO		1301	ADVISORY COMMITTEE MEMBER
00026632	05/13/07	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0601	EPIDEMOLOGIST
00002045	09/29/77	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0415	RESEARCH TOXICOLOGIST
02332319	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		0408	ADVISORY COMMITTEE MEMBER
00007391	12/14/75	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
00010755	05/23/99	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		0819	ENVIRONMENTAL ENGINEER
00028382	07/26/04	1	1.00	NG000000	NHSRC	NHSRC - IO		1301	SUPVY PHYSICAL SCIENTIST
00006689	08/25/93	1	1.00	NFF00000	NCER	NCER - ASED		0401	BIOLOGIST
02334551	10/02/16	1	0.00	N0B00000	OSA	OSA - IO		0415	ADVISORY COMMITTEE MEMBER
00026425	10/22/97	1	1.00	NDG0A000	NHEERL	NHEERL - WED - POS		1640	FACILITY OPERATIONS SPECIALIST
00021451	09/08/02	1	1.00	NAHD0000	NERL	NERL - CED - WEB		0819	RESEARCH ENVIRONMENTAL ENGINEER
00027206	09/02/92	1	1.00	NC000000	NCCT	NCCT - IO		0401	RSRCH BIOLOGIST (DEV SYSTEMS BIOLOGY)

SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ATH, GA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00013946	01/01/95	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB	(b)(6)	0415	RESEARCH TOXICOLOGIST
02332548	03/22/15	1	0.00	N0000000	IOAA	IOAA - IO		0401	EXPERT
02332548	01/08/17	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00013298	09/07/90	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		1320	CHEMIST
00019467	06/22/80	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0301	INFORMATION MANAGEMENT SPECIALIST
02333921	10/30/16	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	PHYSICAL SCIENTIST
00021322	08/07/97	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1529	MATHEMATICAL STATISTICIAN
00032484	06/05/11	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	MICROBIOLOGIST
00015196	10/12/97	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		1320	CHEMIST
00015323	11/28/94	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		1320	CHEMIST
00023062	12/28/98	1	1.00	NDG0A000	NHEERL	NHEERL - WED - POS		0343	PROGRAM ANALYST
00023931	11/15/00	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	RESEARCH BIOLOGIST
00004336	12/27/84	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0893	CHEMICAL ENGINEER
00026594	04/29/07	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
00030714	08/10/89	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO		0801	SUPERVISORY GENERAL ENGINEER
00017617	02/26/90	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1315	RESEARCH HYDROLOGIST
00032754	07/03/11	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0401	BIOLOGIST
00012138	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0401	BIOLOGIST
00002634	08/29/87	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		1301	ENVIRONMENTAL SCIENTIST
00032928	08/28/11	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		0408	RESEARCH ECOLOGIST
00009168	03/30/97	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		1320	CHEMIST
00008009	09/24/89	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	LEAD INFORMATION TECHNOLOGY SPEC
02334953	02/09/15	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	ACQUISITION SPECIALIST
00028007	10/24/10	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		0819	ENVIRONMENTAL ENGINEER
00006173	04/12/89	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		1301	SUPERVISORY PHYSICAL SCIENTIST
00032513	06/05/11	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00004794	04/02/95	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1301	RESEARCH PHYSICAL SCIENTIST

GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED

02332828	06/07/15	1	1.00	NFH00000	NCER	NCER - WHID	(b)(6)	1301	PHYSICAL SCIENTIST
02332634	09/09/12	1	1.00	N0DC0000	OSP	OSP - PSB		0401	BIOLOGIST
00031238	06/20/10	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1320	CHEMIST
00003234	10/19/80	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		1301	RESEARCH ENVIRONMENTAL SCIENTIST
00030521	06/06/11	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		1320	CHEMIST
00026502	07/10/06	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0415	SUPERVISORY TOXICOLOGIST
00008015	01/04/94	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
00031929	12/19/10	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0401	BIOLOGIST
00004024	07/16/85	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		1301	RESEARCH PHYSICAL SCIENTIST
00005209	08/30/98	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		0601	RESCH ENVIRONMENTAL HEALTH SCIENTIST
00022846	03/03/03	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0408	RESEARCH ECOLOGIST
00013983	05/05/86	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
00019079	07/03/88	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0819	ENVIRONMENTAL ENGINEER
00012420	12/03/00	1	1.00	NFF00000	NCER	NCER - ASED		0401	SUPERVISORY BIOLOGIST
00024523	12/20/00	1	1.00	NA0B0000	NERL	NERL - IO - POS		0560	BUDGET ANALYST
00028850	10/12/08	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0408	ECOLOGIST
00008611	05/06/90	1	1.00	ND000000	NHEERL	NHEERL - IO		0343	MANAGEMENT ANALYST
00027759	01/25/05	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
00003461	04/02/95	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		1301	RESEARCH PHYSICAL SCIENTIST
00004422	04/22/90	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	SUPERVISORY BIOLOGIST
02333962	05/29/16	1	1.00	NFH00000	NCER	NCER - WHID		1399	STUDENT TRAINEE (PHYS SCI)
00006870	12/15/96	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		1301	SUPERVISORY PHYSICAL SCIENTIST
02334542	11/27/16	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0415	TOXICOLOGIST
00028308	06/22/08	1	1.00	NE000000	NCEA	NCEA - IO		0401	BIOLOGIST
02333676	03/06/16	1	1.00	NFG00000	NCER	NCER - PPRD		1301	PHYSICAL SCIENTIST
00001407	06/24/90	1	1.00	N0AC0000	OARS	OARS - BED - IO		0560	BUDGET ANALYST

GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED

00033628	02/23/14	1	0.00	N0B00000	OSA	OSA - IO	(b)(6)	0414	ADVISORY COMMITTEE MEMBER
00008998	08/19/79	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	SUPVY PROGRAM ANALYST
00010516	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0802	ENGINEERING TECHNICIAN
00030428	01/12/10	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0408	ECOLOGIST
00015384	12/07/97	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		1530	RESEARCH STATISTICIAN (BIOLOGY)
00002206	09/07/80	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0401	RESEARCH AQUATIC BIOLOGIST
00025145	09/18/05	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0601	HEALTH SCIENTIST
00025907	06/11/06	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		1301	RESEARCH PHYSICAL SCIENTIST
00018845	05/18/94	1	1.00	NFF00000	NCER	NCER - ASED		0301	PROGRAM SPECIALIST
02333625	01/24/16	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0401	BIOLOGIST
00014319	04/25/99	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1301	RESEARCH PHYSICAL SCIENTIST
00030730	04/11/10	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0415	TOXICOLOGIST
00029635	06/07/09	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0415	TOXICOLOGIST
00004846	09/27/88	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	RESEARCH ECOLOGIST
00026071	07/23/06	1	1.00	NF000000	NCER	NCER - IO		1301	PHYSICAL SCIENTIST
00016966	09/27/87	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0801	GENERAL ENGINEER
00020398	10/21/01	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
02332299	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
00021654	11/03/02	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00032274	07/17/04	1	1.00	N0CA0000	OSIM	OSIM - PMSD		0343	PROGRAM ANALYST
00005307	09/30/90	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0401	RESEARCH BIOLOGIST
00031338	05/16/99	1	1.00	NFH00000	NCER	NCER - WHID		1301	SUPERVISORY PHYSICAL SCIENTIST
00032973	09/11/11	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		1320	CHEMIST
00026284	11/02/03	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0401	BIOLOGIST
00020003	08/26/90	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0470	SOIL SCIENTIST
00030520	01/17/10	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST

SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	NEW, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED

00026576	04/15/07	1	1.00	NAJB0000	NERL	NERL - SED - EIB	(b)(6)	1301	PHYSICAL SCIENTIST
00032980	09/11/11	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0401	BIOLOGIST
00031024	06/06/10	1	1.00	N0F00000	IOAA	IOAA - SCS		0343	PROGRAM ANALYST
00030486	01/03/10	1	1.00	N0F00000	IOAA	IOAA - SCS		0343	PROGRAM ANALYST
00027322	01/29/88	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00014039	01/10/88	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0415	TOXICOLOGIST
02333262	11/15/15	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0401	BIOLOGIST
00009086	10/07/93	1	1.00	NC000000	NCCT	NCCT - IO		1320	CHEMIST
00010505	03/09/87	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00021689	11/26/02	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00026180	09/03/06	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		1301	PHYSICAL SCIENTIST
00006688	06/28/93	1	1.00	NDJ00000	NHEERL	NHEERL - AED - IO		1301	ENVIRONMENTAL SCIENTIST
02333922	06/26/16	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0415	TOXICOLOGIST
00019405	07/21/77	1	1.00	N0AB0000	OARS	OARS - TMD		0301	PROGRAM SPECIALIST
00020286	09/28/01	1	1.00	N0ACD000	OARS	OARS - BED - RTP2SB		0560	BUDGET ANALYST
00020297	06/26/01	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00021748	12/29/02	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	RESEARCH CHEMIST
00026627	05/13/07	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		1301	PHYSICAL SCIENTIST
00027074	07/08/07	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0830	MECHANICAL ENGINEER
00030121	08/18/97	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00032952	06/23/09	1	1.00	N0ACB000	OARS	OARS - BED - CSB		0560	BUDGET ANALYST
00015238	03/19/80	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00022877	10/05/03	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	RESEARCH PHYSICAL SCIENTIST
00020309	09/23/01	1	1.00	N0000000	IOAA	IOAA - IO		0028	ENVIRONMENTAL PROTECTION SPECIALIST
02332264	10/19/14	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00332018	07/29/83	1	1.00	NBE00000	NRMRL	NRMRL - GWERD - IO		0401	SUPERVISORY BIOLOGIST
00030260	09/27/09	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0401	BIOLOGIST

GS-09-12	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PD-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED

00026628	11/09/04	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG	[redacted]	0601	EPIDEMOLOGIST
00003989	09/21/98	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1301	PHYSICAL SCIENTIST
00032051	01/30/11	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0415	TOXICOLOGIST
00032012	01/30/11	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	SUPERVISORY BUDGET ANALYST
00027155	08/05/07	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB		1320	CHEMIST
00026963	05/28/92	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0401	BIOLOGIST
00029980	12/01/85	1	1.00	NAH00000	NERL	NERL - CED - IO		0343	PROGRAM ANALYST
00010600	07/13/84	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		0819	ENVIRONMENTAL ENGINEER
00027142	08/05/07	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0819	ENVIRONMENTAL ENGINEER
00010203	10/03/79	1	1.00	NDK0A000	NHEERL	NHEERL - GED - POS		0343	SUPERVISORY MGMT & PROGRAM ANALYST
00027403	09/07/14	1	0.00	N0000000	IOAA	IOAA - IO		0401	CONSULTANT
00008805	01/01/95	1	0.64	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
00027535	01/06/08	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQM		0401	BIOLOGIST
00026798	01/08/96	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	LEAD RESEARCH CHEMIST
00017530	04/20/14	1	0.00	N0B00000	OSA	OSA - IO		0415	ADVISORY COMMITTEE MEMBER
00003268	01/01/95	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	RESEARCH BIOLOGIST
00030201	09/13/09	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0401	BIOLOGIST
00015090	11/10/96	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		1320	RESEARCH CHEMIST
00024317	11/14/93	1	1.00	NFG00000	NCER	NCER - PPRD		0301	PROGRAM SPECIALIST
02333409	11/01/15	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1301	PHYSICAL SCIENTIST
00009653	06/22/97	1	1.00	NAH00000	NERL	NERL - CED - IO		0343	PROGRAM ANALYST
00011268	09/27/87	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		1320	CHEMIST
00023114	01/11/04	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
02334365	10/30/16	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		0403	MICROBIOLOGIST
02332485	02/22/15	1	1.00	NDG00000	NHEERL	NHEERL - WED - IO		0401	BIOLOGIST
02333325	11/15/15	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0408	ECOLOGIST

GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	ADA, OK	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PD-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED

00031684	04/08/98	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO	[redacted]	0343	PROGRAM ANALYST
00008869	09/06/92	1	1.00	N0CA0000	OSIM	OSIM - PMSD		0560	BUDGET ANALYST
00008960	01/01/95	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
02332304	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		0810	ADVISORY COMMITTEE MEMBER
02333475	01/10/16	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0408	ECOLOGIST
00033106	11/20/11	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	BIOLOGIST
00021137	06/16/02	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		1320	RESEARCH CHEMIST
00010515	11/27/94	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	RESEARCH BIOLOGIST
00022768	09/07/03	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1320	CHEMIST
00017404	01/27/91	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		1301	ENVIRONMENTAL SCIENTIST
00023497	01/05/99	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0560	BUDGET ANALYST
00028965	06/15/97	1	1.00	NBD00000	NRMRL	NRMRL - APPCD - IO		1301	ENVIRONMENTAL SCIENTIST
00023445	05/16/00	1	1.00	N0D00000	OSP	OSP - IO		0341	ADMINISTRATIVE OFFICER
00028380	01/26/04	1	1.00	NAH00000	NERL	NERL - CED - IO		1301	SENIOR ATMOSPHERIC SCIENTIST
02333841	04/03/16	1	1.00	N0000000	IOAA	IOAA - IO		0399	STUDENT TRAINEE (ADMINISTRATION)
00032119	08/14/04	1	1.00	N0F00000	IOAA	IOAA - SCS		1035	PUBLIC AFFAIRS SPECIALIST
00009199	08/13/89	1	1.00	N0D00000	OSP	OSP - IO		1301	PHYSICAL SCIENTIST
02333434	11/01/15	1	0.00	N0000000	IOAA	IOAA - IO		0415	EXPERT
00011701	01/10/93	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		1301	PHYSICAL SCIENTIST
02332477	02/08/15	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0190	GENERAL ANTHROPOLOGIST
00015948	05/28/95	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0408	SUPERVISORY RESEARCH ECOLOGIST
00009343	01/19/97	1	1.00	NF000000	NCER	NCER - IO		0301	SENIOR ADVISOR
00005992	10/04/98	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	RESEARCH BIOLOGIST
00025827	06/04/06	1	1.00	N0000000	IOAA	IOAA - IO		0401	BIOLOGIST
00029334	07/01/11	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0110	ECONOMIST
00025830	10/12/08	1	1.00	NG000000	NHSRC	NHSRC - IO		1035	PUBLIC AFFAIRS SPECIALIST
00010801	09/03/84	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0403	MICROBIOLOGIST
00010181	10/16/88	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00033021	10/09/11	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST

GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00008868	02/03/94	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB	(b)(6)	0401	BIOLOGIST
00015740	11/15/98	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0401	SUPERVISORY BIOLOGIST
00008591	03/20/89	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		1301	RESEARCH PHYSICAL SCIENTIST
00022645	08/10/03	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		1301	PHYSICAL SCIENTIST
00030653	05/01/06	1	1.00	N0CB0000	OSIM	OSIM - EOD		2210	IT SPECIALIST (SYSANALYSIS)
00013833	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0819	ENVIRONMENTAL ENGINEER
00028413	04/08/02	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00029219	02/15/09	1	1.00	N0F00000	IOAA	IOAA - SCS		0301	COMMUNICATIONS SPECIALIST
00015317	01/04/98	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0408	RESEARCH ECOLOGIST
00009021	01/01/95	1	1.00	NDED0000	NHEERL	NHEERL - EPHD - ITFB		0819	ENVIRONMENTAL ENGINEER
00022014	06/06/99	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		0343	MANAGEMENT & PROG ANALYST
00028876	11/01/08	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		1306	ENVIRONMENTAL HEALTH SPECIALIST
00002301	12/09/84	1	1.00	N0AC0000	OARS	OARS - BED - IO		0560	SUPERVISORY BUDGET ANALYST
00002073	04/02/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0408	RESEARCH ECOLOGIST
00030060	08/02/09	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0408	ECOLOGIST
00026450	07/10/02	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0403	MICROBIOLOGIST
00014332	04/19/99	1	1.00	N0ADA000	OARS	OARS - EMD - PCB		0301	EXTRAMURAL MANAGEMENT SPECIALIST
00032753	07/03/11	1	1.00	NFH00000	NCER	NCER - WHID		0601	ENVIRONMENTAL HEALTH SCIENTIST
02332360	12/14/14	1	0.00	N0D00000	OSP	OSP - IO		0403	ADVISORY COMMITTEE MEMBER
00006926	08/22/75	1	1.00	N0DC0000	OSP	OSP - PSB		0401	LEAD BIOLOGIST
00015271	08/22/92	1	1.00	NDH0A000	NHEERL	NHEERL - MCED - POS		0690	INDUSTRIAL HYGIENIST
00019218	10/19/80	1	1.00	NE000000	NCEA	NCEA - IO		0341	ADMINISTRATIVE OFFICER
00031964	01/02/11	1	1.00	N0B00000	OSA	OSA - IO		1301	PHYSICAL SCIENTIST
00019754	09/08/91	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	SUPERVISORY PHYSICAL SCIENTIST
00010954	10/18/89	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0341	ADMINISTRATIVE OFFICER
00011088	12/07/97	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0408	RESEARCH ECOLOGIST
00012754	01/06/77	1	1.00	NDJ00000	NHEERL	NHEERL - AED - IO		1360	OCEANOGRAPHER
00002333	06/26/89	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		0819	ENVIRONMENTAL ENGINEER

GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ADA, OK	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

02332659	08/23/15	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB	(b)(6)	0110	ECONOMIST
00027610	02/03/08	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0893	CHEMICAL ENGINEER
02332263	10/19/14	1	0.00	N0D00000	OSP	OSP - IO		0110	ADVISORY COMMITTEE MEMBER
02334674	01/08/17	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		0401	BIOLOGIST
02333354	11/01/15	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0819	ENVIRONMENTAL ENGINEER
00007191	06/02/85	1	1.00	N0AB0000	OARS	OARS - TMD		0301	SUPERVISORY PROGRAM SPECIALIST
02332585	05/03/15	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	BIOLOGIST
00020553	01/06/02	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0819	ENVIRONMENTAL ENGINEER
00016159	09/11/88	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		0893	CHEMICAL ENGINEER
00020009	08/10/95	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0401	AQUATIC BIOLOGIST
00002009	07/15/90	1	0.20	NDJ0A000	NHEERL	NHEERL - AED - POS		1087	EDITORIAL CLERK
00002026	11/24/91	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		0401	RESEARCH BIOLOGIST
00017143	08/13/00	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0819	ENVIRONMENTAL ENGINEER
00027774	12/21/03	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0401	BIOLOGIST
00020493	08/07/87	1	1.00	NAH00000	NERL	NERL - CED - IO		0343	PROGRAM ANALYST
00030111	08/16/09	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0343	PROGRAM ANALYST
00008862	04/15/77	1	1.00	NA000000	NERL	NERL - IO		0343	MANAGEMENT ANALYST
00026641	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0408	ADVISORY COMMITTEE MEMBER
00010966	04/25/99	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		2210	IT SPECIALIST (CUSTSPT/SYSANALYSIS)
00025301	11/13/05	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0401	BIOLOGIST
00021467	09/08/02	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00010285	07/31/88	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0408	RESEARCH ECOLOGIST
00021785	01/12/03	1	1.00	NAHD0000	NERL	NERL - CED - WEB		1315	RESEARCH HYDROLOGIST
00003423	12/17/00	1	1.00	N0C00000	OSIM	OSIM - IO		2210	IT SPEC (DATAMGT)
00023050	06/12/01	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0610	NURSE SPECIALIST
00013428	08/13/78	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		1301	PHYSICAL SCIENTIST
00008770	09/27/84	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	SUPVY PROGRAM ANALYST

GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G I, MI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00002577	04/26/98	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB	(b)(6)	0802	ENGINEERING TECHNICIAN
00008813	10/04/93	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	BIOLOGIST
00031909	03/30/07	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0150	GEOGRAPHER
00020282	05/15/95	1	1.00	NAJ00000	NERL	NERL - SED - IO		0101	SUPERVISORY SOCIAL SCIENTIST
00010997	09/13/98	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0601	RESCH ENVIRONMENTAL HEALTH SCIENTIST
00033237	04/03/01	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		0401	SUPERVISORY BIOLOGIST
02334789	08/09/92	1	1.00	NDH0A000	NHEERL	NHEERL - MCED - POS		1640	FACILITY OPERATIONS SPECIALIST
02335250	01/08/17	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
02334999	01/18/04	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0341	ADMINISTRATIVE OFFICER
02333769	09/11/13	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
00031492	08/01/10	1	1.00	NFH00000	NCER	NCER - WHID		0601	ENVIRONMENTAL HEALTH SCIENTIST
00015164	12/26/93	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		0401	SUPERVISORY RESEARCH BIOLOGIST
00024698	05/29/05	1	1.00	N0AB0000	OARS	OARS - TMD		0301	LEAD PROGRAM SPECIALIST
00013287	08/24/84	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		0470	SOIL SCIENTIST
02333633	03/20/16	1	1.00	NAHD0000	NERL	NERL - CED - WEB		0819	ENVIRONMENTAL ENGINEER
00002347	10/13/01	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0401	BIOLOGIST
00010879	04/25/99	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0802	ENGINEERING TECHNICIAN
00010625	07/04/76	1	1.00	NB000000	NRMRL	NRMRL - IO		0601	DIRECTOR, NATIONAL RISK MGMT RESEARCH
02333293	01/11/13	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0101	SOCIAL SCIENTIST
00008277	03/30/87	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0415	RESEARCH TOXICOLOGIST
00015176	04/16/95	1	1.00	NDJ00000	NHEERL	NHEERL - AED - IO		0408	SUPVY. ECOLOGIST
02332652	04/19/15	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	PHYSICAL SCIENTIST
00021476	09/08/02	1	1.00	NC000000	NCCT	NCCT - IO		1101	EXTRAMURAL SPECIALIST
00018787	12/10/79	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT AND PROGRAM ANALYST
00005725	12/22/85	1	1.00	NE000000	NCEA	NCEA - IO		0601	ENVIRONMENTAL HEALTH SCIENTIST

GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-15	Supv	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
T42 SR	Supv	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED

00008358	06/06/99	1	1.00	N0AD0000	OARS	OARS - EMD - IO	(b)(6)	0301	SUPV EXTRAMURAL MANAGEMENT SPECIALIST
00009096	05/24/98	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	BIOLOGIST
00022706	08/24/03	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1301	SUPVY PHYSICAL SCIENTIST
00014125	01/17/99	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0408	RESEARCH ECOLOGIST
00028838	09/15/03	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0690	INDUSTRIAL HYGIENIST
00002052	11/14/94	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		0401	RESEARCH BIOLOGIST
00026919	12/11/16	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0601	EPIDEMIOLOGIST
00031233	06/20/10	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		1301	PHYSICAL SCIENTIST
00030325	08/07/12	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	ECOLOGIST
00023930	01/27/04	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		1301	PHYSICAL SCIENTIST
00030647	06/15/11	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00028436	11/13/06	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	RESEARCH PHYSICAL SCIENTIST
00002984	01/01/95	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0415	RESEARCH TOXICOLOGIST
02332294	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00003214	01/03/88	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0819	ENVIRONMENTAL ENGINEER
00008410	06/21/98	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	RESEARCH EPIDEMIOLOGIST
00020998	10/25/98	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1301	PHYSICAL SCIENTIST
00032374	05/22/11	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	PHYSICAL SCIENTIST
00332124	06/01/14	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0401	BIOLOGIST
00006263	04/24/94	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	BIOLOGIST
00005271	02/01/95	1	1.00	NDC00000	NHEERL	NHEERL - ISTD - IO		0401	BIOLOGIST
00024954	07/10/05	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
00009052	08/17/97	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0401	SUPERVISORY RESEARCH LIFE SCIENTIST
02334114	08/07/16	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		1301	PHYSICAL SCIENTIST
00024512	04/03/05	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0408	ECOLOGIST

GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED

02334110	08/21/16	1	1.00	NAJC0000	NERL	NERL - SED - EFAB	[redacted]	0408	ECOLOGIST
00026289	10/15/06	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB	[redacted]	0415	TOXICOLOGIST
00027628	10/25/05	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO	[redacted]	0318	SECRETARY (OA)
02333926	05/01/16	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB	[redacted]	1301	PHYSICAL SCIENTIST
02333651	02/21/16	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB	[redacted]	0819	ENVIRONMENTAL ENGINEER
00008244	01/01/95	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB	[redacted]	0401	BIOLOGIST
02332512	02/22/15	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG	[redacted]	0415	TOXICOLOGIST
00013978	02/17/86	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB	[redacted]	0415	RESEARCH TOXICOLOGIST
00022836	10/05/03	1	1.00	NGA00000	NHSRC	NHSRC - TCAD	[redacted]	0401	SUPERVISORY BIOLOGIST
00023550	04/18/93	1	1.00	NG000000	NHSRC	NHSRC - IO	[redacted]	0343	PROGRAM ANALYST
00011179	01/14/85	1	1.00	N0ACB000	OARS	OARS - BED - CSB	[redacted]	0560	SUPERVISORY BUDGET ANALYST
00021526	07/19/02	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQM	[redacted]	0408	ECOLOGIST
00025987	03/25/02	1	1.00	N0C00000	OSIM	OSIM - IO	[redacted]	0343	MANAGEMENT & PROG ANALYST
02332653	05/17/15	1	1.00	NAH00000	NERL	NERL - CED - IO	[redacted]	1301	PHYSICAL SCIENTIST
00022873	10/05/03	1	1.00	NAJC0000	NERL	NERL - SED - EFAB	[redacted]	1301	RESEARCH PHYSICAL SCIENTIST
00022410	06/11/01	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0343	SUPVY PROGRAM ANALYST
00015241	04/25/76	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB	[redacted]	0401	AQUATIC BIOLOGIST
00017723	07/19/98	1	1.00	NAJD0000	NERL	NERL - SED - IEMB	[redacted]	1301	PHYSICAL SCIENTIST
00008513	05/15/84	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB	[redacted]	0401	BIOLOGIST
00032449	05/22/11	1	1.00	NAJC0000	NERL	NERL - SED - EFAB	[redacted]	0301	PROGRAM MANAGER
00017068	06/22/97	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0343	PROGRAM ANALYST
00002802	03/02/97	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWM	[redacted]	0819	ENVIRONMENTAL ENGINEER
00030388	11/22/09	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB	[redacted]	0401	RESEARCH BIOLOGIST
00026218	05/24/05	1	1.00	N0B00000	OSA	OSA - IO	[redacted]	1301	PHYSICAL SCIENTIST

GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-15	Non	DC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED

00022693	08/24/03	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB	(b)(6)	1320	RESEARCH CHEMIST
02334296	08/22/14	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0341	ADMINISTRATIVE ASSISTANT
00011136	01/01/95	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00032459	06/05/11	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	RESEARCH CHEMIST
00002383	04/02/95	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	RESEARCH AQUATIC BIOLOGIST
02333264	10/18/15	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
02334210	07/10/16	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0499	STUDENT TRAINEE (BIOLOGY)
00016441	06/18/89	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		1301	RESEARCH PHYSICAL SCIENTIST
00332116	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY MEMBER
00021506	09/22/02	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00024808	07/06/02	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0403	MICROBIOLOGIST
00013178	09/03/89	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0408	RESEARCH ECOLOGIST
00032902	03/03/07	1	1.00	N0DC0000	OSP	OSP - PSB		0401	BIOLOGIST
00031886	06/20/07	1	1.00	ND000000	NHEERL	NHEERL - IO		0343	PROGRAM ANALYST
00030262	09/27/09	1	1.00	NFG00000	NCER	NCER - PPRD		0401	BIOLOGIST
00010431	11/15/81	1	1.00	NA000000	NERL	NERL - IO		0401	DIR, NATL EXPOSURE RES LABORATORY
02332837	05/31/15	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00009037	01/01/95	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0180	PSYCHOLOGIST
00029238	03/01/09	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		1301	PHYSICAL SCIENTIST
00020697	09/18/94	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	SUPERVISORY BIOLOGIST
00020322	09/23/01	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		1320	CHEMIST
00029192	02/15/09	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0401	BIOLOGIST
00031096	03/15/11	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0499	STUDENT TRAINEE (BIOLOGY)
00025448	05/23/99	1	1.00	N0000000	IOAA	IOAA - IO		0343	MANAGEMENT & PROG ANALYST
00025282	11/27/99	1	1.00	NFH00000	NCER	NCER - WHID		1301	PHYSICAL SCIENTIST
00013625	04/02/95	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	RESEARCH CHEMIST

GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS<09	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
PW	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00009126	09/20/83	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB	(b)(6)	0415	SUPERVISORY TOXICOLOGIST
00019475	09/29/96	1	1.00	NFH00000	NCER	NCER - WHID		0415	TOXICOLOGIST
00032491	03/13/92	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0301	SUPERVISORY ACQUISITION SPECIALIST
02334198	08/21/16	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		1301	PHYSICAL SCIENTIST
00033037	10/23/11	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0110	ECONOMIST
02334675	12/11/16	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0601	EPIDEMIOLOGIST
00019179	07/04/78	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT & PROG ANALYST
00009284	09/27/79	1	1.00	N0AC0000	OARS	OARS - BED - IO		0560	BUDGET ANALYST
00013586	05/20/90	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		0819	SUPERVISORY ENVIRON ENGINEER
00021401	08/25/02	1	1.00	NAHD0000	NERL	NERL - CED - WEB		1550	COMPUTER SCIENTIST
00010802	08/03/97	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0018	SAFETY & OCC. HEALTH SPEC.
02333463	01/01/10	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		1320	CHEMIST
00023903	08/08/04	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0401	SUPERVISORY BIOLOGIST
00025147	10/02/98	1	1.00	N0C00000	OSIM	OSIM - IO		2210	IT SPECIALIST (SECURITY)
00032700	05/15/11	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00030236	09/27/09	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0601	EPIDEMOLOGIST
02332383	12/14/11	1	1.00	NC000000	NCCT	NCCT - IO		1320	RESEARCH CHEMIST
00022532	08/20/99	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		0819	ENVIRONMENTAL ENGINEER
00032967	09/11/11	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0819	ENVIRONMENTAL ENGINEER
02332853	06/14/15	1	1.00	N0EBA000	OPARM	OPARM - PBPAB		0343	PROGRAM ANALYST
00015473	10/16/94	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	RESEARCH ECOLOGIST
00021651	11/03/02	1	1.00	N0AB0000	OARS	OARS - TMD		0343	SUPVY PROGRAM ANALYST
00015299	10/22/96	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0401	AQUATIC BIOLOGIST
00010448	05/14/95	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	RESEARCH ECOLOGIST
00009224	04/21/91	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	RESEARCH BIOLOGIST
00002039	05/17/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	RESEARCH BIOLOGIST
02333933	07/24/16	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	ECOLOGIST

GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G I, MI	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED

00019670	07/01/90	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS	(b)(6)	0854	COMPUTER ENGINEER
00019970	04/13/97	1	1.00	NFG00000	NCER	NCER - PPRD		0343	PROGRAM ANALYST
02333891	05/01/16	1	1.00	N0000000	IOAA	IOAA - IO		0399	STUDENT TRAINEE (ADMINISTRATION)
00020595	01/27/02	1	1.00	N0000000	IOAA	IOAA - IO		0343	SUPVY PROGRAM ANALYST
00031978	02/04/85	1	1.00	NAH00000	NERL	NERL - CED - IO		0341	ADMINISTRATIVE OFFICER
00019479	12/05/79	1	1.00	N0ADC000	OARS	OARS - EMD - PMB		0343	PROGRAM ANALYST
00025038	08/07/05	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0601	HEALTH SCIENTIST
00013310	06/06/99	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0401	BIOLOGIST
00015335	05/09/99	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0408	ECOLOGIST
00012181	12/22/95	1	1.00	NFF00000	NCER	NCER - ASED		1301	PHYSICAL SCIENTIST
00021542	09/22/02	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		0403	RESEARCH MICROBIOLOGIST
00031240	06/20/10	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1320	CHEMIST
00009169	05/07/95	1	1.00	N0B00000	OSA	OSA - IO		0028	ENVIRONMENTAL PROTECTION SPC (LEADER)
02333828	04/17/16	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	PHYSICAL SCIENTIST
00008572	01/01/95	1	1.00	NDBA0000	NHEERL	NHEERL - TAD - NB		0401	BIOLOGIST
00003910	02/11/90	1	1.00	N0F00000	IOAA	IOAA - SCS		0301	CONGRESSIONAL LIAISON SPEC
00017059	09/26/99	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST
00031041	11/02/10	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	PHYSICAL SCIENTIST
00029048	01/04/09	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0401	BIOLOGIST
00026624	05/06/16	1	1.00	NDJA0000	NHEERL	NHEERL - AED - PEB		1311	PHYSICAL SCIENCE TECHNICIAN
02335001	01/08/17	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		1399	STUDENT TRAINEE (PHYS SCI)
02333404	03/06/16	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		0819	ENVIRONMENTAL ENGINEER
00024853	05/14/84	1	1.00	NA0C0000	NERL	NERL - IO - SFS		1640	FACILITY OPERATIONS SPECIALIST
00028363	12/03/90	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	SUPVY PHYSICAL SCIENTIST
00033209	01/15/12	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
02333883	08/21/16	1	1.00	NDHD0000	NHEERL	NHEERL - MCED - TTB		1520	MATHEMATICIAN

GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS<09	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED

00013426	01/07/91	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS	(b)(6)	0343	MANAGEMENT & PROG ANALYST
00033301	08/17/99	1	1.00	N0000000	IOAA	IOAA - IO		0343	PROGRAM ANALYST
00028445	09/23/02	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST
00005929	08/17/97	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0482	RESEARCH FISH BIOLOGIST
00031711	09/26/10	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0415	TOXICOLOGIST
00024837	06/28/05	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0819	RESEARCH ENVIRONMENTAL ENGINEER
00013689	01/28/99	1	0.00	ND000000	NHEERL	NHEERL - IO		0401	EXPERT
02333548	01/24/16	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		0110	ECONOMIST
00032065	07/18/96	1	1.00	NFG00000	NCER	NCER - PPRD		1101	ACQUISITION SPECIALIST
02332318	02/22/00	1	1.00	NAH00000	NERL	NERL - CED - IO		1301	PHYSICAL SCIENTIST
00019712	06/18/89	1	1.00	NAHD0000	NERL	NERL - CED - WEB		1301	PHYSICAL SCIENTIST
02334671	01/08/17	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		0184	SOCIOLOGIST
00001788	01/25/86	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		1320	RESEARCH CHEMIST
00008510	01/01/95	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0802	ENGINEERING TECHNICIAN
00026134	08/27/06	1	1.00	NAHD0000	NERL	NERL - CED - WEB		0408	RESEARCH ECOLOGIST
00032010	01/30/11	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
02333035	07/12/15	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQME		1399	STUDENT TRAINEE (PHYSICAL SCIENCE)
00022153	06/01/03	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0343	PROGRAM ANALYST
02333533	12/13/15	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0601	EPIDEMIOLOGIST
00007589	05/17/76	1	1.00	NF000000	NCER	NCER - IO		0340	DEPUTY DIRECTOR FOR MANAGEMENT
00022301	06/15/03	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0408	SUPVY. ECOLOGIST
00013408	10/08/00	1	1.00	NFF00000	NCER	NCER - ASED		1301	PHYSICAL SCIENTIST
00024025	04/20/14	1	0.00	N0B00000	OSA	OSA - IO		0602	ADVISORY COMMITTEE MEMBER
00031748	10/10/10	1	1.00	N0E00000	OPARM	OPARM - IO		0301	PROGRAM SPECIALIST
02333437	02/21/16	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		0150	GEOGRAPHER
02333300	09/20/15	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	EPIDEMIOLOGIST

GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ATH, GA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00026118	08/20/06	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB	(b)(6)	1530	RESEARCH STATISTICIAN (HEALTH)
00001164	12/11/95	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
00006722	08/29/99	1	1.00	N0000000	IOAA	IOAA - IO		1301	PHYSICAL SCIENTIST
00026192	06/22/14	1	0.00	N0D00000	OSP	OSP - IO		0801	ADVISORY COMMITTEE MEMBER
00010754	08/12/79	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO		0343	MANAGEMENT & PROG ANALYST
00002003	04/02/95	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		0401	BIOLOGIST
00021671	11/17/02	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0408	ECOLOGIST
00024556	05/01/02	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0415	TOXICOLOGIST
00010732	07/01/91	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	SUPV EXTRAMURAL MANAGEMENT SPECIALIST
02332301	11/16/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00024486	12/11/99	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0415	TOXICOLOGIST
00020674	02/24/02	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	RESEARCH BIOLOGIST
00024246	11/27/93	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST
00005772	03/06/88	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0403	MICROBIOLOGIST
00026400	03/16/02	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0403	MICROBIOLOGIST
00018500	05/31/98	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	CHEMIST
00008570	05/17/76	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0343	PROGRAM ANALYST
00008561	01/01/95	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0404	BIOLOGICAL SCIENCE LAB TECH
00032291	05/08/11	1	1.00	N0EBA000	OPARM	OPARM - PBPAB		0343	PROGRAM ANALYST
00010047	02/04/01	1	1.00	NFH00000	NCER	NCER - WHID		0819	ENVIRONMENTAL ENGINEER (LEADER)
00332118	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0110	ADVISORY COMMITTEE MEMBER
00332118	11/15/15	1	0.00	N0000000	IOAA	IOAA - IO		0110	EXPERT
00010968	07/05/87	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		0893	CHEMICAL ENGINEER
00008964	08/19/94	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00028561	08/03/08	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		1301	PHYSICAL SCIENTIST

GS-14	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED

00030253	09/27/09	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB	(b)(6)	1320	CHEMIST
00032388	05/22/11	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0408	ECOLOGIST
02333239	10/04/15	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	CHEMIST
00028841	10/12/08	1	1.00	N0F00000	IOAA	IOAA - SCS		0343	PROGRAM ANALYST
00002072	10/22/00	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		0401	SUPERVISORY BIOLOGIST
00005113	10/23/88	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0401	SUPERVISORY BIOLOGIST
02334687	12/25/16	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00010916	02/18/87	1	1.00	N0000000	IOAA	IOAA - IO		0340	ASSOC ASST ADMIN FOR RESEARCH AND DEV
00008602	02/08/98	1	1.00	NFG00000	NCER	NCER - PPRD		0343	PROGRAM ANALYST
00020846	08/31/00	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT & PROG ANALYST
00004777	06/22/97	1	1.00	N0DC0000	OSP	OSP - PSB		1301	ENVIRONMENTAL SCIENTIST
00015163	10/28/91	1	1.00	NC000000	NCCT	NCCT - IO		0343	MANAGEMENT AND PROGRAM ANALYST
00007548	08/31/97	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00002116	04/02/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	RESEARCH BIOLOGIST
00001315	04/02/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	BIOLOGIST
00019280	12/21/97	1	1.00	N0000000	IOAA	IOAA - IO		0602	ASSOCIATE DIRECTOR FOR SCIENCE
00007626	08/25/91	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0403	SUPERVISORY MICROBIOLOGIST
00003915	07/06/99	1	1.00	N0D00000	OSP	OSP - IO		0028	ENVIRONMENTAL PROTECTION SPECIALIST
02332259	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
02332296	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0830	ADVISORY COMMITTEE MEMBER
00015465	02/17/85	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0403	RESEARCH MICROBIOLOGIST
00009926	09/19/84	1	1.00	NDB00000	NHEERL	NHEERL - TAD - IO		0401	SUPERVISORY BIOLOGIST
00026204	04/22/02	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		0301	ACQUISITION SPECIALIST
00021872	09/01/96	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0343	PROGRAM ANALYST
00015433	05/26/99	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQME		1311	PHYSICAL SCIENCE TECHNICIAN
00021483	09/16/02	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		0819	SUPERVISORY ENVIRON ENGINEER

GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE - SSC	EXCLUDED	EXCLUDED
SGE	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00028431	02/02/88	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB	(b)(6)	1301	SUPVY PHYSICAL SCIENTIST
00003244	01/01/95	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	RESEARCH BIOLOGIST
00027722	07/08/79	1	1.00	NED00000	NCEA	NCEA - IRISD - IO		0343	PROGRAM ANALYST
00008891	01/01/95	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	BIOLOGIST
00014854	02/02/86	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	SUPERVISORY BIOLOGIST
00011013	06/29/92	1	1.00	NE000000	NCEA	NCEA - IO		0340	DEPUTY DIRECTOR FOR MANAGEMENT
00014320	09/23/85	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1315	HYDROLOGIST
00008724	01/16/96	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	BIOLOGIST
00020494	12/02/01	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00006332	03/06/75	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		1301	PHYSICAL SCIENTIST
02332646	05/03/15	1	0.00	N0D00000	OSP	OSP - IO		0403	ADVISORY COMMITTEE MEMBER
00027611	02/03/08	1	1.00	NBEC0000	NRMRL	NRMRL - GWERD - ARTSB		1311	PHYSICAL SCIENCE TECHNICIAN
00003828	10/08/89	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0343	MANAGEMENT & PROG ANALYST
00025893	10/06/01	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		1320	CHEMIST
00032937	08/28/11	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		0893	CHEMICAL ENGINEER
02335079	01/08/17	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
00022428	07/30/14	1	0.00	N0000000	IOAA	IOAA - IO		0830	EXPERT
00026504	02/18/07	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
00031535	08/15/10	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00025903	06/11/06	1	1.00	N0AB0000	OARS	OARS - TMD		0343	PROGRAM ANALYST
00012150	02/19/95	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB		1320	CHEMIST
00023024	08/01/10	1	0.00	N0000000	IOAA	IOAA - IO		1320	EXPERT
00003334	03/25/01	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0801	SUPERVISORY GENERAL ENGINEER
02333606	03/20/16	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0893	CHEMICAL ENGINEER
00031325	01/16/04	1	1.00	N0ACD000	OARS	OARS - BED - RTP2SB		0560	BUDGET ANALYST
00027576	04/14/05	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0601	RESEARCH EPIDEMIOLOGIST
02334398	09/23/06	1	1.00	N0ADD000	OARS	OARS - EMD - SAB		1102	CONTRACT SPECIALIST

GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	G B, FL	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED

02333934	07/24/16	1	1.00	NC000000	NCCT	NCCT - IO	(b)(6)	0415	TOXICOLOGIST
00014465	03/09/86	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0343	SUPERVISORY MGMT & PROGRAM ANALYST
02333752	04/03/16	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST
00028396	07/06/08	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0401	BIOLOGIST
00017610	08/31/97	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	RESEARCH BIOLOGIST
00020672	02/24/02	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	EPIDEMOLOGIST
00020296	06/07/98	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		0401	BIOLOGIST
00006609	09/22/87	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0301	INFORMATION MANAGEMENT SPECIALIST
02332448	02/08/15	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		1301	PHYSICAL SCIENTIST
00008149	02/10/85	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0343	PROGRAM ANALYST
00024374	02/08/84	1	1.00	NA000000	NERL	NERL - IO		0343	PROGRAM ANALYST
00013094	10/03/90	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0408	RESEARCH ECOLOGIST
00019729	09/27/98	1	1.00	NBAD0000	NRMRL	NRMRL - WSWRD - WQMB		0403	RESEARCH MICROBIOLOGIST
00023078	12/28/03	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	RESEARCH PHYSICAL SCIENTIST
00032936	08/28/11	1	1.00	NEDC0000	NCEA	NCEA - IRISD - QMB		1530	STATISTICIAN
00023206	07/07/01	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	SUPERVISORY BIOLOGIST
00032360	06/18/16	1	1.00	N0F00000	IOAA	IOAA - SCS		0399	STUDENT TRAINEE (ADMINISTRATION)
00017769	08/26/90	1	1.00	NG000000	NHSRC	NHSRC - IO		0340	DIR NAT'L HOMELAND SECURITY RESEACH D
00027072	07/08/07	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST
00010923	11/17/94	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0401	RESEARCH AQUATIC BIOLOGIST
00015479	06/17/01	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB		0470	RESEARCH SOIL SCIENTIST
00009164	04/07/94	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	BIOLOGIST
00024254	11/28/04	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		0601	ENVIRONMENTAL HEALTH SCIENTIST
00006584	05/29/94	1	0.75	NDBC0000	NHEERL	NHEERL - TAD - DTB		1530	STATISTICIAN (BIOLOGY)
00013180	06/23/85	1	1.00	NDH00000	NHEERL	NHEERL - MCED - IO		0415	TOXICOLOGIST
00008403	01/01/95	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST
02332295	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0190	ADVISORY COMMITTEE MEMBER

PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	C H, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED

00026123	08/20/06	1	0.80	NEBA0000	NCEA	NCEA - WDC - EARCG	(b)(6)	0408	ECOLOGIST
00021794	01/12/03	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		1311	PHYSICAL SCIENCE TECHNICIAN
00015343	02/28/88	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0601	EPIDEMOLOGIST
00017638	04/13/97	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0408	RESEARCH ECOLOGIST
00010993	05/10/80	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0343	MANAGEMENT ANALYST
02333873	03/21/05	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00009000	01/01/95	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB		0404	BIOLOGICAL SCIENCE LAB TECH
00011736	04/02/95	1	1.00	NDK00000	NHEERL	NHEERL - GED - IO		0401	BIOLOGIST
00022788	06/23/99	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00033118	12/04/11	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00031460	04/15/07	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00007315	10/22/00	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG		0601	ENVIRONMENTAL HEALTH SCIENTIST
00004554	02/28/99	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0819	ENVIRONMENTAL ENGINEER
02332268	10/19/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00002058	04/10/95	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		0401	BIOLOGIST
00019654	07/16/89	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		1320	RESEARCH CHEMIST
00014661	07/02/89	1	1.00	NC000000	NCCT	NCCT - IO		1529	MATHEMATICAL STATISTICIAN
02332825	06/07/15	1	1.00	NBE00000	NRMRL	NRMRL - GWERD - IO		1301	PHYSICAL SCIENTIST
00009033	01/01/94	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	BIOLOGIST
00013166	08/25/91	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0415	RESEARCH TOXICOLOGIST
00026217	09/17/94	1	1.00	NC000000	NCCT	NCCT - IO		1310	RESEARCH PHYSICIST (COMPUTNL SYS BIO)
00027122	07/29/98	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0403	MICROBIOLOGIST
02333908	05/01/16	1	1.00	NED00000	NCEA	NCEA - IRISD - IO		0343	PROGRAM ANALYST
00032445	05/22/05	1	1.00	NFG00000	NCER	NCER - PPRD		0343	PROGRAM ANALYST
00022783	09/21/03	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		0440	RESEARCH GENETICIST

GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	COR, OR	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	EDI, NJ	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00029023	01/04/09	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB	(b)(6)	0401	BIOLOGIST
00024314	01/09/05	1	1.00	N0DC0000	OSP	OSP - PSB		0401	BIOLOGIST
00001851	06/15/80	1	1.00	NFH00000	NCER	NCER - WHID		0819	ENVIRONMENTAL ENGINEER
02334011	09/18/16	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0401	BIOLOGIST
00015137	07/06/90	1	1.00	NDH00000	NHEERL	NHEERL - MCED - IO		1301	PHYSICAL SCIENTIST
00023045	12/27/87	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		0341	ADMINISTRATIVE OFFICER
00027429	11/11/07	1	1.00	NG000000	NHSRC	NHSRC - IO		1301	PHYSICAL SCIENTIST
00026090	07/16/06	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		1306	ENVIRONMENTAL HEALTH SPECIALIST
00002212	02/05/95	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0801	SUPERVISORY GENERAL ENGINEER
00021251	05/27/97	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00021135	06/16/02	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		1315	RESEARCH HYDROLOGIST
00010589	01/15/95	1	0.80	NAGE0000	NERL	NERL - EMMD - MEB		0401	BIOLOGIST
00013225	04/02/91	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB		0408	RESEARCH ECOLOGIST
00026992	06/24/07	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0401	BIOLOGIST
00012813	01/08/89	1	1.00	N0E00000	OPARM	OPARM - IO		0340	DIR, 0FC OF PROGRAM ACCT & RESOURCES
00009008	04/22/81	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0401	SUPERVISORY BIOLOGIST
00025996	06/25/06	1	1.00	NC000000	NCCT	NCCT - IO		0415	TOXICOLOGIST
00010967	08/26/90	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0819	SUPERVISORY ENVIRON ENGINEER
02333771	04/03/16	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		1301	PHYSICAL SCIENTIST
02333268	07/01/85	1	1.00	N0B00000	OSA	OSA - IO		0401	DIRECTOR, OFC OF THE SCIENCE ADVISOR
00013213	11/22/98	1	1.00	NBAC0000	NRMRL	NRMRL - WSWRD - MCCB		1529	MATHEMATICAL STATISTICIAN
00026526	03/04/07	1	1.00	N0000000	IOAA	IOAA - IO		0343	MANAGEMENT & PROG ANALYST
00025793	10/04/13	1	1.00	NBE0A000	NRMRL	NRMRL - GWERD - TASS		1301	ENVIRONMENTAL SCIENTIST
00008160	02/24/78	1	1.00	N0000000	IOAA	IOAA - IO		0401	DIRECTOR FOR SUSTAINABLE AND HEALTH
00025883	06/11/01	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0401	BIOLOGIST
00028783	09/28/08	1	1.00	NA000000	NERL	NERL - IO		1035	LEAD PUBLIC AFFAIRS SPECIALIST
00033022	10/23/11	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0819	ENVIRONMENTAL ENGINEER
00009240	05/13/96	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0401	SUPERVISORY BIOLOGIST

GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PHS	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Supv	G B, FL	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00005510	03/28/99	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB	(b)(6)	0893	CHEMICAL ENGINEER
00332048	06/22/14	1	0.00	N0D00000	OSP	OSP - IO		0601	ADVISORY COMMITTEE MEMBER
00030002	11/23/86	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	INFORMATION TECHNOLOGY SPECIALIST
00018625	10/15/78	1	1.00	NE0A0000	NCEA	NCEA - IO - PSS		0301	PROGRAM SPECIALIST
00031514	12/12/11	1	1.00	NAJB0000	NERL	NERL - SED - EIB		0408	ECOLOGIST
00033129	12/04/11	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		0802	ENGINEERING TECHNICIAN
02333278	10/18/15	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0415	TOXICOLOGIST
00006446	02/20/80	1	1.00	N0ACA000	OARS	OARS - BED - DCSB		0560	BUDGET ANALYST
00025252	10/16/05	1	1.00	NG000000	NHSRC	NHSRC - IO		1301	PHYSICAL SCIENTIST
02333500	04/03/16	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0408	ECOLOGIST
00033611	01/25/15	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
00028560	08/03/08	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1301	RESEARCH PHYSICAL SCIENTIST
00021329	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0601	ADVISORY COMMITTEE MEMBER
00006802	03/19/98	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00332054	06/25/14	1	0.00	N0D00000	OSP	OSP - IO		0801	ADVISORY COMMITTEE MEMBER
02334730	10/19/13	1	1.00	NF000000	NCER	NCER - IO		2210	IT SPECIALIST
00032560	05/03/10	1	1.00	NE000000	NCEA	NCEA - IO		1301	PHYSICAL SCIENTIST
00015273	01/01/95	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	BIOLOGIST
00030799	04/25/10	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1529	MATHEMATICAL STATISTICIAN
02332845	08/06/15	1	0.40	N0EA0000	OPARM	OPARM - PAMID		0399	STUDENT TRAINEE (ADMINISTRATION)
00028417	01/23/95	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	RESEARCH PHYSICAL SCIENTIST
00013197	08/17/86	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		0819	SUPERVISORY ENVIRON ENGINEER
00009246	08/02/98	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		1320	CHEMIST
00021554	09/22/02	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0415	TOXICOLOGIST
00026629	05/13/07	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	SUPVY PHYSICAL SCIENTIST
00032800	10/06/10	1	0.80	NDH0A000	NHEERL	NHEERL - MCED - POS		0341	ADMINISTRATIVE OFFICER
00026151	09/03/06	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		1301	PHYSICAL SCIENTIST

GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PD-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED

00033788	06/24/91	1	1.00	N0A00000	OARS	OARS - IO	(b)(6)	0340	DIR, OFC OF ADMIN AND RESEARCH SUPPOR
02332361	12/14/14	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00031828	10/24/00	1	1.00	NG000000	NHSRC	NHSRC - IO		0343	PROGRAM ANALYST
00004606	09/17/98	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0819	SUPERVISORY ENVIRON ENGINEER
02332454	02/08/15	1	0.00	N0D00000	OSP	OSP - IO		0405	ADVISORY COMMITTEE MEMBER
00026552	04/01/07	1	1.00	NEAA0000	NCEA	NCEA - RTP - EMAG		0401	BIOLOGIST
00017565	09/14/97	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0401	RESEARCH LIFE SCIENTIST
00009170	01/01/95	1	1.00	NDBD0000	NHEERL	NHEERL - TAD - ETB		0401	SUPERVISORY BIOLOGIST
00010484	06/08/80	1	1.00	NG000000	NHSRC	NHSRC - IO		0080	SECURITY SPECIALIST
00015801	11/01/98	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		0401	RESEARCH BIOLOGIST
00009233	03/24/83	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
00010894	12/18/78	1	1.00	N0ACB000	OARS	OARS - BED - CSB		0560	BUDGET ANALYST
00028432	08/23/90	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1301	PHYSICAL SCIENTIST
00003216	04/02/95	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB		0401	RESEARCH BIOLOGIST
00008601	06/04/00	1	1.00	NA0A0000	NERL	NERL - IO - RPDIS		1301	PHYSICAL SCIENTIST
00021731	12/15/02	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1301	RESEARCH PHYSICAL SCIENTIST
00028151	06/08/08	1	1.00	NAJ00000	NERL	NERL - SED - IO		1320	CHEMIST
02333088	08/23/15	1	0.00	N0000000	IOAA	IOAA - IO		1320	EXPERT
00021354	05/10/99	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		0470	RESEARCH SOIL SCIENTIST
00032182	02/21/09	1	1.00	NC000000	NCCT	NCCT - IO		0401	BIOLOGIST
00005371	01/01/95	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
00009539	01/14/01	1	1.00	NEDA0000	NCEA	NCEA - IRISD - TEB		1301	SUPVY PHYSICAL SCIENTIST
00007837	01/18/98	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	PROGRAM ANALYST
00026611	06/28/01	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0343	PROGRAM ANALYST
00033288	03/11/12	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		0401	SUPERVISORY BIOLOGIST
00018490	08/21/89	1	1.00	NDKA0000	NHEERL	NHEERL - GED - EAB		0408	RESEARCH ECOLOGIST
00009271	09/25/87	1	1.00	ND0B0000	NHEERL	NHEERL - IO - EMAPS		0343	SUPVY PROGRAM ANALYST
00023087	08/29/10	1	0.00	N0000000	IOAA	IOAA - IO		1301	EXPERT

SES	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	COR, OR	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	ADA, OK	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	G B, FL	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED

00023087	07/26/15	1	0.00	N0D00000	OSP	OSP - IO	(b)(6)	1320	ADVISORY COMMITTEE MEMBER
00010272	05/10/98	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	CHEMIST
00015211	11/15/15	1	0.00	N0000000	IOAA	IOAA - IO		0701	EXPERT
00007034	09/01/85	1	1.00	N0CD0000	OSIM	OSIM - CSD		2210	SUPVY IT SPECIALIST
00024677	05/29/05	1	1.00	NGC00000	NHSRC	NHSRC - WIPD		0801	RESEARCH GENERAL ENGINEER
00021594	10/20/02	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		0819	ENVIRONMENTAL ENGINEER
00022032	04/20/03	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		1320	RESEARCH CHEMIST
00027294	09/30/07	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		0403	MICROBIOLOGIST
00004548	04/02/95	1	1.00	NDJ0A000	NHEERL	NHEERL - AED - POS		0343	MANAGEMENT ANALYST
00033185	01/15/12	1	1.00	NBCA0000	NRMRL	NRMRL - STD - GCB		1320	CHEMIST
00033039	10/23/11	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB		0401	BIOLOGIST
00029390	05/10/09	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00032844	07/17/11	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST
00026927	06/10/07	1	1.00	N0ACB000	OARS	OARS - BED - CSB		0560	BUDGET ANALYST
02334319	07/29/06	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0690	INDUSTRIAL HYGIENIST
00001610	04/02/95	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		1301	PHYSICAL SCIENTIST
00013187	04/02/95	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00018852	04/04/82	1	1.00	N0EBB000	OPARM	OPARM - RSAB		0343	PROGRAM ANALYST
00013257	08/25/93	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0401	BIOLOGIST
00012914	12/11/16	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0415	TOXICOLOGIST
00332139	07/13/14	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00025070	02/07/16	1	0.00	N0000000	IOAA	IOAA - IO		0415	EXPERT
00022791	09/01/92	1	1.00	NDJ00000	NHEERL	NHEERL - AED - IO		1301	PHYSICAL SCIENTIST
00023829	01/08/06	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		1320	RESEARCH CHEMIST
00008431	02/01/95	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	BIOLOGIST
00021238	05/23/96	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0341	ADMINISTRATIVE OFFICER

SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	ATH, GA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00031441	07/18/10	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB	(b)(6)	1320	CHEMIST
02333530	01/24/16	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		1412	TECHNICAL INFORMATION SPECIALIST
00016273	08/16/98	1	1.00	NDCB0000	NHEERL	NHEERL - ISTD - GCTB		0401	RESEARCH BIOLOGIST
00031377	07/07/10	1	0.00	N0D00000	OSP	OSP - IO		0893	ADVISORY COMMITTEE MEMBER
00019216	01/20/82	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT & PROG ANALYST
00022675	08/10/03	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1301	PHYSICAL SCIENTIST
00008934	09/22/91	1	1.00	NDCD0000	NHEERL	NHEERL - ISTD - PB		0415	RESEARCH TOXICOLOGIST
00006575	08/30/98	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1301	RESEARCH PHYSICAL SCIENTIST
00032690	09/08/98	1	1.00	NC000000	NCCT	NCCT - IO		0415	SUPERVISORY TOXICOLOGIST
00014528	04/27/97	1	1.00	NBDB0000	NRMRL	NRMRL - APPCD - ECPB		1320	CHEMIST
00032935	04/22/90	1	1.00	N0AAB000	OARS	OARS - HRD - RTPCSB		0343	MANAGEMENT & PROG ANALYST
02333330	10/18/15	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0413	PHYSIOLOGIST
00010105	10/22/89	1	1.00	NBDD0000	NRMRL	NRMRL - APPCD - IEMB		0819	SUPERVISORY ENVIRON ENGINEER
00007831	11/26/90	1	1.00	NDC00000	NHEERL	NHEERL - ISTD - IO		0343	PROGRAM ANALYST
02333990	03/03/10	1	1.00	NDG00000	NHEERL	NHEERL - WED - IO		0401	DIRECTOR, WESTERN ECOLOGY DIVISION
00008996	10/13/92	1	1.00	NDJB0000	NHEERL	NHEERL - AED - WDB		0401	SUPERVISORY BIOLOGIST
00004158	07/23/98	1	1.00	NBCD0000	NRMRL	NRMRL - STD - SEB		0110	SUPERVISORY ECONOMIST
00017423	05/29/94	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0401	BIOLOGIST
02332796	11/29/99	1	1.00	NDG0A000	NHEERL	NHEERL - WED - POS		0301	INFORMATION SERVICES SPECIALIST
00016884	04/20/87	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		0819	SUPERVISORY ENVIRON ENGINEER
00023002	11/30/03	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB		0819	RESEARCH ENVIRONMENTAL ENGINEER
02332303	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		1001	ADVISORY COMMITTEE MEMBER
00024047	09/19/04	1	1.00	NAG00000	NERL	NERL - EMMD - IO		1301	PHYSICAL SCIENTIST
00026147	04/04/05	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0401	RESEARCH BIOLOGIST
00028452	08/27/78	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		2210	IT SPECIALIST (CUSTSPT)
00021490	09/08/02	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB		1301	RESEARCH PHYSICAL SCIENTIST
00024290	01/09/05	1	1.00	N0CC0000	OSIM	OSIM - ASD		0343	PROGRAM ANALYST
00008214	04/11/99	1	1.00	N0D00000	OSP	OSP - IO		0343	PROGRAM ANALYST

GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	C H, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	DC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

00004254	04/02/95	1	1.00	NDHE0000	NHEERL	NHEERL - MCED - WWRB	(b)(6)	0408	SUPERVISORY RESEARCH ECOLOGIST
02334451	10/16/13	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0819	ENVIRONMENTAL ENGINEER
00033891	03/13/14	1	0.00	N0000000	IOAA	IOAA - IO		1320	EXPERT
00011227	07/03/89	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		1301	SUPERVISORY PHYSICAL SCIENTIST
00028612	09/11/08	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0819	ENVIRONMENTAL ENGINEER
00004018	08/01/99	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	RESEARCH PHYSICAL SCIENTIST
02334235	07/10/16	1	1.00	NDG0A000	NHEERL	NHEERL - WED - POS		0018	SAFETY & OCCUPATIONAL HEALTH MGR
00026274	10/15/06	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	CHEMIST
00021596	10/20/02	1	1.00	NAGC0000	NERL	NERL - EMMD - PHCB		1320	RESEARCH CHEMIST
02333368	01/10/16	1	1.00	NBCC0000	NRMRL	NRMRL - STD - SAB		0819	ENVIRONMENTAL ENGINEER
00009947	06/23/91	1	1.00	N0C00000	OSIM	OSIM - IO		0343	SUPVY PROGRAM ANALYST
00032220	10/27/08	1	1.00	N0ACC000	OARS	OARS - BED - RTP1SB		0560	BUDGET ANALYST
00010835	08/28/66	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		1640	FACILITY OPERATIONS SPECIALIST
02333450	11/29/15	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1320	CHEMIST
00025140	08/06/01	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		0401	RESEARCH BIOLOGIST
02332343	09/10/12	1	1.00	N0EA0000	OPARM	OPARM - PAMID		0343	PROGRAM ANALYST
02333862	04/17/16	1	1.00	N0000000	IOAA	IOAA - IO		0399	STUDENT TRAINEE (ADMINISTRATION)
00031833	04/22/97	1	1.00	N0000000	IOAA	IOAA - IO		0401	SUPERVISORY BIOLOGIST
00029139	11/02/08	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1311	PHYSICAL SCIENCE TECHNICIAN
00017123	08/02/98	1	1.00	NBE00000	NRMRL	NRMRL - GWERD - IO		1301	PHYSICAL SCIENTIST
00010624	09/30/84	1	1.00	NEA00000	NCEA	NCEA - RTP - IO		0401	SUPERVISORY RESEARCH BIOLOGIST
00022600	07/27/03	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		0819	ENVIRONMENTAL ENGINEER
00020718	03/10/02	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0401	BIOLOGIST
00021752	12/29/02	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00008195	02/18/86	1	1.00	N0AA0000	OARS	OARS - HRD - IO		0343	SUPVY PROGRAM ANALYST
00021364	08/11/02	1	1.00	NAG00000	NERL	NERL - EMMD - IO		0401	BIOLOGIST
00007063	08/29/99	1	1.00	N0000000	IOAA	IOAA - IO		1301	SUPVY PHYSICAL SCIENTIST

GS-15	Supv	DUL, MN	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
T42 JR	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
T42 SR	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

(b)(6)

00024507	03/20/05	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB	[redacted]	0403	SUPERVISORY MICROBIOLOGIST
00025402	01/08/06	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB	[redacted]	0415	RESEARCH TOXICOLOGIST
00025611	04/30/06	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB	[redacted]	0401	BIOLOGIST
00031894	12/05/10	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO	[redacted]	1320	CHEMIST
00028978	12/28/14	1	0.00	N0D00000	OSP	OSP - IO	[redacted]	0401	ADVISORY COMMITTEE MEMBER
02333580	12/13/15	1	0.00	N0D00000	OSP	OSP - IO	[redacted]	0401	ADVISORY COMMITTEE MEMBER
00028688	08/31/08	1	1.00	NEBC0000	NCEA	NCEA - WDC - EICG	[redacted]	0401	BIOLOGIST
00022427	10/26/05	1	1.00	N0EA0000	OPARM	OPARM - PAMID	[redacted]	0343	PROGRAM ANALYST
00022002	05/15/00	1	1.00	NDEB0000	NHEERL	NHEERL - EPHD - EB	[redacted]	0601	SUPERVISORY HEALTH SCIENTIST
00026487	02/04/07	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB	[redacted]	0819	RESEARCH ENVIRONMENTAL ENGINEER
00020372	10/07/01	1	1.00	NB0D0000	NRMRL	NRMRL - IO - ETAVOS	[redacted]	0028	ENVIRONMENTAL PROTECTION SPECIALIST
00010956	01/18/01	1	1.00	NAJB0000	NERL	NERL - SED - EIB	[redacted]	0401	BIOLOGIST
02333599	03/20/16	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB	[redacted]	1301	PHYSICAL SCIENTIST
00010521	03/30/86	1	1.00	NDJD0000	NHEERL	NHEERL - AED - MAB	[redacted]	1301	RESEARCH ENVIRONMENTAL SCIENTIST
00019919	03/15/98	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB	[redacted]	1320	RESEARCH CHEMIST
02332813	06/07/15	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB	[redacted]	0899	STUDENT TRAINEE (ENGINEERING)
00013010	10/22/00	1	1.00	NDCA0000	NHEERL	NHEERL - ISTD - SBB	[redacted]	0401	BIOLOGIST
00012972	10/04/15	1	0.00	N0000000	IOAA	IOAA - IO	[redacted]	0415	ADVISORY COMMITTEE MEMBER
02333191	09/27/15	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB	[redacted]	1320	CHEMIST
02332836	06/14/15	1	1.00	N0000000	IOAA	IOAA - IO	[redacted]	0399	STUDENT TRAINEE (ADMINISTRATION)
00026053	07/23/06	1	1.00	NC000000	NCCT	NCCT - IO	[redacted]	1301	RESEARCH PHYSICAL SCIENTIST
02334698	05/15/16	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB	[redacted]	0401	SUPERVISORY BIOLOGIST
02334702	01/08/17	1	1.00	NED00000	NCEA	NCEA - IRISD - IO	[redacted]	1530	STATISTICIAN
00024134	10/03/04	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB	[redacted]	0401	RESEARCH BIOLOGIST
00026312	03/30/05	1	1.00	NFG00000	NCER	NCER - PPRD	[redacted]	1301	PHYSICAL SCIENTIST
00007453	02/12/78	1	1.00	ND000000	NHEERL	NHEERL - IO	[redacted]	0341	ADMINISTRATIVE OFFICER
00024064	09/19/04	1	1.00	NBD00000	NRMRL	NRMRL - APPCD - IO	[redacted]	1301	SUPVY PHYSICAL SCIENTIST
02334449	01/08/14	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB	[redacted]	0401	COMPUTATIONAL BIOLOGIST

GS-14	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	DUL, MN	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PW	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Supv	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
T42 JR	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00010877	08/02/98	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB	(b)(6)	0403	MICROBIOLOGIST
00031383	11/01/07	1	1.00	NDH0A000	NHEERL	NHEERL - MCED - POS		0343	PROGRAM ANALYST
00008878	02/01/95	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	BIOLOGIST
00004732	07/05/98	1	1.00	NDGC0000	NHEERL	NHEERL - WED - EEB		0401	BIOLOGIST
00002408	03/22/92	1	1.00	N0DB0000	OSP	OSP - CPS		0401	SUPERVISORY BIOLOGIST
00004886	09/27/98	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1320	RESEARCH CHEMIST
00010922	01/19/81	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		2210	INFORMATION TECH SPEC (APPSW)
00033598	05/03/15	1	0.00	N0D00000	OSP	OSP - IO		0401	ADVISORY COMMITTEE MEMBER
00029107	01/18/09	1	1.00	NDB00000	NHEERL	NHEERL - TAD - IO		0401	BIOLOGIST
00024146	10/17/04	1	1.00	N0DC0000	OSP	OSP - PSB		1301	PHYSICAL SCIENTIST
00019976	08/12/90	1	1.00	NA000000	NERL	NERL - IO		0340	DEPUTY DIRECTOR FOR MANAGEMENT
00017025	12/22/85	1	1.00	N0ADB000	OARS	OARS - EMD - CB		0301	ACQUISITION SPECIALIST
00031805	09/26/83	1	1.00	ND0A0000	NHEERL	NHEERL - IO - RPCS		0343	PROGRAM ANALYST
02334546	01/08/17	1	1.00	NDEA0000	NHEERL	NHEERL - EPHD - CRB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00027223	09/02/07	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		1301	PHYSICAL SCIENTIST
00031996	01/16/11	1	1.00	NEDB0000	NCEA	NCEA - IRISD - TPB		0401	BIOLOGIST
00030658	03/28/10	1	1.00	NB0C0000	NRMRL	NRMRL - IO - LSAS		0401	BIOLOGIST
02333864	04/17/16	1	1.00	NFG00000	NCER	NCER - PPRD		0399	STUDENT TRAINEE (ADMINISTRATION)
00028588	05/23/00	1	1.00	NDGB0000	NHEERL	NHEERL - WED - FEB		0401	BIOLOGIST
00025268	10/30/05	1	1.00	N0DA0000	OSP	OSP - R/S/T SS		1301	PHYSICAL SCIENTIST
00030978	01/10/16	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0415	TOXICOLOGIST
00003223	10/11/98	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST
00023165	12/13/15	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
00021503	09/22/02	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	RESEARCH PHYSICAL SCIENTIST
02332267	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		1320	ADVISORY COMMITTEE MEMBER
00010337	11/09/74	1	1.00	NAGD0000	NERL	NERL - EMMD - IEIB		0401	BIOLOGIST
00029220	02/15/09	1	1.00	NECB0000	NCEA	NCEA - CIN - BRAB		0401	BIOLOGIST
00021410	08/25/02	1	1.00	NEBA0000	NCEA	NCEA - WDC - EARCG		0408	ECOLOGIST

GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	ATH, GA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
SES	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PW	Non	DC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	COR, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED

02333870	05/15/13	1	1.00	NAHC0000	NERL	NERL - CED - HEDMB	[redacted]	0415	TOXICOLOGIST
00010535	03/04/91	1	1.00	NBBC0000	NRMRL	NRMRL - LRPCD - RDB		1311	PHYSICAL SCIENCE TECHNICIAN
00024809	12/12/00	1	1.00	N0AB0000	OARS	OARS - TMD		0301	PROGRAM SPECIALIST
00008704	11/05/00	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1301	RESEARCH PHYSICAL SCIENTIST
00021579	12/05/86	1	1.00	NBAA0000	NRMRL	NRMRL - WSWRD - UWMB		0404	BIOLOGICAL SCIENCE LAB TECH
00014287	07/24/95	1	1.00	NBEA0000	NRMRL	NRMRL - GWERD - ESPB		1301	PHYSICAL SCIENTIST
02333642	02/21/16	1	1.00	NAGA0000	NERL	NERL - EMMD - AQB		1320	CHEMIST
00015198	12/25/92	1	1.00	NDHB0000	NHEERL	NHEERL - MCED - STB		0401	BIOLOGIST
00027742	02/14/00	1	1.00	NAJ00000	NERL	NERL - SED - IO		1301	SENIOR RESEARCH SCIENTIST
00032044	04/12/03	1	1.00	NF000000	NCER	NCER - IO		1035	PUBLIC AFFAIRS SPEC (LEADER)
00013569	03/02/83	1	1.00	N0AAA000	OARS	OARS - HRD - DC/CIN CSB		0343	MANAGEMENT & PROG ANALYST
00016091	01/08/17	1	0.00	N0D00000	OSP	OSP - IO		0819	ADVISORY COMMITTEE MEMBER
00004054	01/04/98	1	1.00	NDJC0000	NHEERL	NHEERL - AED - HEB		0408	RESEARCH ECOLOGIST
00015159	05/17/99	1	1.00	NBEB0000	NRMRL	NRMRL - GWERD - SRB		1301	RESEARCH PHYSICAL SCIENTIST
00013034	10/15/90	1	1.00	NEBB0000	NCEA	NCEA - WDC - QRMG		1301	ENVIRONMENTAL SCIENTIST
02333877	07/10/16	1	1.00	NAHB0000	NERL	NERL - CED - AMAAB		1301	PHYSICAL SCIENTIST
00016460	04/13/97	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0403	MICROBIOLOGIST
00030635	03/14/10	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1311	PHYSICAL SCIENCE TECHNICIAN
02332710	05/03/00	1	1.00	NC000000	NCCT	NCCT - IO		1320	COMPUTATIONAL CHEMIST
00010258	01/18/98	1	1.00	NBAB0000	NRMRL	NRMRL - WSWRD - TTEB		0802	ENGINEERING TECHNICIAN
00010687	12/27/92	1	1.00	NAGF0000	NERL	NERL - EMMD - SSAB		1301	RESEARCH PHYSICAL SCIENTIST
00006516	02/24/91	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0318	SECRETARY (OA)
00013648	05/30/86	1	1.00	N0000000	IOAA	IOAA - IO		1301	SUPVY PHYSICAL SCIENTIST
02332898	06/14/15	1	1.00	NDHF0000	NHEERL	NHEERL - MCED - ESB		0150	GEOGRAPHER
00008665	05/20/90	1	1.00	NDEC0000	NHEERL	NHEERL - EPHD - CIB		0401	BIOLOGIST
00031804	10/24/10	1	1.00	NGA00000	NHSRC	NHSRC - TCAD		1320	RESEARCH CHEMIST
00013182	11/21/77	1	0.80	NEA00000	NCEA	NCEA - RTP - IO		0303	CLERK

(b)(6)

T42 JR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
ST/SL	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	P Y, VA	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	NAR, RI	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-15	Non	ADA, OK	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
T42 SR	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	ADA, OK	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	DUL, MN	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS<09	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED

00011222	12/03/00	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB	(b)(6)	0401	SUPERVISORY BIOLOGIST
00010914	04/25/99	1	1.00	NB0A0000	NRMRL	NRMRL - IO - ROS		0301	PROGRAM SPECIALIST
00022729	09/07/03	1	1.00	NDA00000	NHEERL	NHEERL - IO - RCU		1320	LEAD RESEARCH CHEMIST
00004421	04/02/95	1	0.75	NDJC0000	NHEERL	NHEERL - AED - HEB		0401	BIOLOGIST
00033025	10/31/02	1	1.00	NFG00000	NCER	NCER - PPRD		0301	PROGRAM SPECIALIST
00004091	05/10/87	1	1.00	NA000000	NERL	NERL - IO		0819	ENVIRONMENTAL ENGINEER
00004202	01/01/95	1	1.00	NDBC0000	NHEERL	NHEERL - TAD - DTB		0401	BIOLOGIST
00020599	08/07/01	1	1.00	NAHD0000	NERL	NERL - CED - WEB		0854	COMPUTER ENGINEER
00028442	08/07/06	1	1.00	NAHA0000	NERL	NERL - CED - AMDB		1550	RESEARCH COMPUTER SCIENTIST
00008861	01/01/95	1	1.00	NDBB0000	NHEERL	NHEERL - TAD - RTB		0401	BIOLOGIST
00032479	06/05/11	1	1.00	NDCC0000	NHEERL	NHEERL - ISTD - CB		0401	RESEARCH BIOLOGIST
00011026	10/07/89	1	1.00	NGB00000	NHSRC	NHSRC - DCMD		0801	RESEARCH GENERAL ENGINEER
00033658	01/17/13	1	1.00	NDE00000	NHEERL	NHEERL - EPHD - IO		0610	CLINICAL NURSE
00021555	09/22/02	1	1.00	NEAB0000	NCEA	NCEA - RTP - HPAG		0415	TOXICOLOGIST
00018373	09/18/16	1	0.00	N0000000	IOAA	IOAA - IO		0850	EXPERT
02332746	07/26/15	1	1.00	NAJA0000	NERL	NERL - SED - EHCAB		0819	ENVIRONMENTAL ENGINEER
00021557	09/29/02	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00022251	06/25/01	1	1.00	NBDA0000	NRMRL	NRMRL - APPCD - TSB		1320	CHEMIST
00010312	05/09/99	1	1.00	NBBA0000	NRMRL	NRMRL - LRPCD - SSMB		1301	ENVIRONMENTAL SCIENTIST
00017343	04/13/97	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		1301	PHYSICAL SCIENTIST
02334987	12/25/16	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		0404	BIOLOGICAL SCIENCE LAB TECH
00010644	04/26/98	1	1.00	NAGE0000	NERL	NERL - EMMD - MEB		1529	MATHEMATICAL STATISTICIAN
00001685	11/19/00	1	1.00	NAJC0000	NERL	NERL - SED - EFAB		1301	RESEARCH PHYSICAL SCIENTIST
00025336	11/27/05	1	1.00	NBA00000	NRMRL	NRMRL - WSWRD - IO		1301	PHYSICAL SCIENTIST
00010215	08/17/97	1	1.00	NDKC0000	NHEERL	NHEERL - GED - EDEB		0403	MICROBIOLOGIST
00031862	11/21/10	1	1.00	NBB00000	NRMRL	NRMRL - LRPCD - IO		1301	PHYSICAL SCIENTIST
00026025	07/09/06	1	1.00	NDKB0000	NHEERL	NHEERL - GED - BEPRB		0408	ECOLOGIST

GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	NAR, RI	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	P Y, VA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	ATH, GA	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	EXCLUDED - MATRIX	EXCLUDED	EXCLUDED
PHS	Non	C H, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-09-12	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	G B, FL	NOT TARGETED	EXCLUDED	EXCLUDED

00031999	01/16/11	1	1.00	NBDE0000	NRMRL	NRMRL - APPCD - APTB	(b)(6)	0819	ENVIRONMENTAL ENGINEER
00027468	08/05/05	1	1.00	NBDC0000	NRMRL	NRMRL - APPCD - APB		0819	SUPERVISORY ENVIRON ENGINEER
02333523	01/03/14	1	1.00	NED00000	NCEA	NCEA - IRISD - IO		0415	TOXICOLOGIST
00022583	05/04/00	1	1.00	NBC00000	NRMRL	NRMRL - STD - IO		1301	PHYSICAL SCIENTIST
00013093	06/01/98	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		0893	SUPERVISORY CHEMICAL ENGINEER
00029053	01/04/09	1	1.00	NAJD0000	NERL	NERL - SED - IEMB		1315	RESEARCH HYDROLOGIST
00026991	06/24/07	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		0601	EPIDEMIOLOGIST
00030203	09/13/09	1	1.00	NA000000	NERL	NERL - IO		1301	PHYSICAL SCIENTIST
00001556	09/20/98	1	1.00	NAJ00000	NERL	NERL - SED - IO		1301	SENIOR RESEARCH PHYSICAL SCIENT
00018024	04/17/01	1	0.00	N0000000	IOAA	IOAA - IO		0000	EXPERT
00030682	11/02/14	1	0.00	N0D00000	OSP	OSP - IO		0110	ADVISORY COMMITTEE MEMBER
00020006	07/04/99	1	1.00	NBCB0000	NRMRL	NRMRL - STD - CPB		1311	PHYSICAL SCIENCE TECHNICIAN
00026914	06/10/07	1	1.00	NECA0000	NCEA	NCEA - CIN - CRAB		0415	TOXICOLOGIST
02332289	11/02/14	1	0.00	N0B00000	OSA	OSA - IO		1530	ADVISORY COMMITTEE MEMBER
00024978	07/10/05	1	1.00	NBBB0000	NRMRL	NRMRL - LRPCD - WMB		0028	ENVIRONMENTAL PROTECTION SPECIALIST
02333398	01/10/16	1	1.00	NDGA0000	NHEERL	NHEERL - WED - PCEB		0601	ENVIRONMENTAL HEALTH SCIENTIST
00021197	06/30/02	1	1.00	NAGB0000	NERL	NERL - EMMD - ECB		1301	RESEARCH PHYSICAL SCIENTIST
02333931	08/21/16	1	1.00	NC000000	NCCT	NCCT - IO		0401	BIOLOGIST
00010479	05/06/79	1	1.00	NEC00000	NCEA	NCEA - CIN - IO		0343	MANAGEMENT & PROG ANALYST

GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Supv	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	RTP, NC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-15	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
ST/SL	Non	MISC	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-09-12	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
GS-14	Non	CIN, OH	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
SGE	Non	MISC	NOT TARGETED	EXCLUDED	EXCLUDED
PHS	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED
PD-12	Non	NEW, OR	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	L V, NV	NOT V-V ELIGIBLE	EXCLUDED	EXCLUDED
PD-12	Non	RTP, NC	NOT TARGETED	EXCLUDED	EXCLUDED
GS-13	Non	CIN, OH	NOT TARGETED	EXCLUDED	EXCLUDED

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VERA/VSIP Business Case Summary: REGION 1

Region 1 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/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. Table 1 reflects the number of offers limited to each Office, Branch, Section or Unit, and eligible Occupational Titles, Series and Grade levels.

Table 1. Administrative and Support, Maximum of 5 VERA/VSIP Offers

# VERA VSIP Offers	Limited to Division	Limited to Branch/Section/Unit	Occupational Title(s), Series and Grade All Positions Non-Supervisory, Unless Otherwise Stated.
1	ORA	Office of Public Affairs	Information Specialist, GS-0304-07
1	OSRR	All OSRR	Management and Program Clerical Assistance, GS-0344-08; Administrative Support Assistant GS-0303-7/8; and Environmental Protection Assistant, GS-0029-07/08
1	OEP	All OEP	Environmental Protection Assistant, GS-0029-08
1	OARM	Comptroller's Office	Accounting Technician, GS-0525-09
1	OARM	Customer Service and Facilities	Miscellaneous Clerk and Assistant, GS-0303-04

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

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. Table 2 reflects the number of offers limited to each Office, Branch, Section or Unit, and eligible Occupational Titles, Series and Grade levels.

Table 2. Reduce and Restructure Highly Graded Positions, Maximum of 12 VERA/VSIP Offers			
# V/V Offers	Limited to Division	Limited to Branch/Section/Unit	Occupational Title(s), Series and Grade All Positions Non-Supervisory, Unless Otherwise Stated.
1	OEME	N/A	Chemist, GS-1320-13
1	OEME	N/A	Physical Environmental Scientist, GS-1301-13
1	OEME	N/A	Physical Environmental Scientist, GS-1301-15
1	ORA	Office of Regional Administrator	Physical Scientist, GS-1301-15
1	OSRR	Technical and Enforcement Support Section	General Investigation, GS-1810-13
1	OEP	N/A	*Supervisory* Environmental Protection Specialist, GS-0028-14
1	OEP	Water Permits Branch	Environmental Protection Specialist, GS-0028-12
2	OARM	Information Technology, all Sections	Information Technology Specialist, (excludes Security) GS-2210-14
1	OARM	Information Technology, all Sections	Information Technology Specialist (excludes Security), GS-2210-13
1	ORC	N/A	Environmental Protection Specialist, GS-0028-14
1	ORA	Office of Civil Rights and Urban Affairs	Attorney, GS-0905-15

Restructure Positions to Focus on Core Business Functions and Technical and Programmatic Priorities: Region 1 plans to restructure some technical, scientific, and programmatic positions, to better align with current programmatic priorities. For our technical positions, shifts in priorities often require a different skill set or expertise, which are better suited under a different classification of job series and/or grade level. This is applicable to our technical, policy, and/or experts in our wetlands, air, grants management programs, as well as some of our positions in remediation and restoration. Region 1 plans to restructure two Remedial Project Manager (RPMs) positions to reflect the national standard of classification, as either an engineer or a life/physical scientist. In our enforcement program, Region 1 plans to diversify the workload to provide an increased focus on legal areas not delegated or covered by state agencies, and restructure attorney positions to reflect different areas of expertise. Similarly, our technical enforcement program and assistance and pollution prevention program are working to improve

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

the coordination of extramural resource management functions and integrated compliance strategies, which will result in restructuring a small number of technical positions to a lower grade level. Two positions will be restructured to realign core business needs within our Comptroller's and Facilities units.

Region 1 will offer a maximum of 19 VERA/VSIP opportunities to 76 individuals/positions in the Boston, Massachusetts location. Table 3 reflects the number of offers limited to each Office, Branch, Section or Unit, and eligible Occupational Titles, Series and Grade levels.

Table 3. Restructure Positions to Focus on Technical and Programmatic Priorities and Core Business Functions, Maximum of 19 VERA/VSIP Offers			
# V/V Offers	Limited to Division	Limited to Branch/Section/Unit	Occupational Title(s) All Positions Non-Supervisory, Unless Otherwise Stated.
2	OES	A&P2 Branch	Environmental Engineer GS-0819-13; and Environmental Protection Specialist GS-0028-13
2	OES	Legal Enforcement Branch: *Superfund Legal and Regulatory Legal*	General Attorney, GS-0905-15
1	OES	Technical Enforcement Branch	Environmental Engineer, GS-0819-14; and Environmental Protection Specialist, GS-0028-14
2	OES	Technical Enforcement Branch	Environmental Engineer, GS-0819-13; Physical Scientist, GS-1301-13; Life Scientists, GS-0401-13; and Environmental Protection Specialist, GS-0028-13
1	OES	Technical Enforcement Branch	Environmental Engineer GS-0819-12; Physical Scientist GS-1301-12; Life Scientists, GS-0401-12; and Environmental Protection Specialist, GS-0028-12
1	OSRR	Technical and Support Branch: *Technical and Enforcement Support Section Only*	Environmental Protection Specialist, GS-0028-13
2	OSRR	Remediation & Restoration 1 Branch	Environmental Protection Specialist (RPM), GS-0028-13
2	OSRR	Remediation and Restoration 2 Branch: *Brownfields, RCRA Corrective Action, RCRA Waste Management Section Only*	Environmental Engineer, GS-0819-13; Physical Scientist, GS-1301-13
1	OSRR	Technical and Support Branch: *Technical and Enforcement Support Section Only*	Environmental Engineer, GS-0819-13
1	OEP	Grants, Tribal & Municipal Assistance Branch	Administrative and Program Management, GS-0301-13
1	OEP	Air Programs Branch: *Air Permits, Toxics and Indoor Programs Only*	Physical Scientist, GS-1301-13
1	OEP	Wetlands, Water Quality and Information Management Branch: *Wetlands Protection Section Only*	Natural Resources Mgmt & Biologist, GS-0401-13
1	OARM	Comptroller's Office	Financial Administration and Program Management, GS-0501-12
1	OARM	Customer Service and Facilities	Support Services Administration, GS-0342-12

Region 1 does not anticipate any involuntary adverse actions as a result of not offering a VERA/VSIP opportunity. Management may need to make direct reassignments to cover critical positions, as well as consider details and temporary promotions in rare instances. We do not anticipate a reorganization beyond the unit level, following the implementation of the VERA/VSIP proposal. Therefore, we are

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

providing one divisional level organizational chart.

Region 1 anticipates personnel actions as a result of the VERA/VSIP proposal, should it fully be executed, may include details, reassignments, a few merit promotions, and should we have a critical need that does not exist within the Region/Agency, external hires at the entry level wherever feasible. The primary goals for the VERA/VSIP, should we have full participation of 36 offers, will enable the Region to reset how we deploy non-supervisory GS-14/15 positions, and begin to rebalance grade distribution among GS-13 and GS-12 positions. Both grade reduction efforts will be complemented by the use of standardized Position Descriptions for technical positions, and will enable us to retire some occupational series we no longer need.

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	
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

*This is the Annual Payroll Cost per Bas v. 1 for Region 1 multiplied by 1.5% for WIGIs, Promotions & 1.9% COLA for FY2018 and 1.5% WIGIs, Promotions and 1% COLA for FY 2019
** Assumed maximum carryover and leave to date of calculation and assumed some used average 320 annual leave hours times hourly rate at step 10 of grade
*** Assumed the Step 10 for each grade level targeted

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

****Annual WCF costs $ 4,000 per position

* 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., 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 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. 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, 0301	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	$1,725,000 (69 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}	$1,101,074 ($66.49 x 240 x 69)
Total Maximum Direct Costs	$ 2,826,074

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	$1,725,000	
C. Leave Payout Cost	$1,101,074	
D. Post VERA/VSIP Annual Payroll Cost	$145,104,369	
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	$8,703,000	
H. Post VERA/VSIP Annual WCF Cost	$8,221,518	
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. EPM and S&T payroll. (EPM and S&T payroll).
B. $25,000 x 69
C. Average hourly for GS-13/5 x 240 hours x 69 staff ($66.49 x 240 x 69)

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

D. Anticipates all 69 staff (max offers) taking VERA/VSIP. Payroll in line A less fully loaded GS-13/5 ($138,299 x 69).
E. Assumes hiring of 30 new staff at yearly salary of $138,299 per employee.
F. See calculation formula above.
G. From BAS 2016 Enacted - Average WCF cost per employee ($6978 x 69)
H. Anticipates all 69 staff (max offers) taking VERA/VSIP.
I. Assumes hiring of 30 new staff at yearly WCF cost of $6,978 per employee.
J. 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	# 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										Max # of Offers	# to Restructure	# to Eliminate	Comments
					1-4	5-8	9-11	12	13	14	15	SES	Other	Total # of Targeted Positions				
ADA,OKLAHOMA	**44**	**12**	**9**	**42**														
1102-Contracting	2		2	2														
1301-General Physical Science	14	3	1	13														
1311-Physical Science Technician	2			2														
1315-Hydrology	7	2	3	7														
1316-Hydrologic Technician	2			2														
1320-Chemistry	1			1														
1350-Geology	1			1														
301-Miscellaneous Administration and Program	2	1		2														
343-Management and Program Analysis	1	1		1														
401-General Natural Resources Management and Biological Sciences	3	2	1	3														
408-Ecology	3	1	1	3														
470-Soil Science	2	1		2														
819-Environmental Engineering	2	1		2														
893-Chemical Engineering	1		1	1														
899-Engineering and Architecture Student Trainee	1																	
ANN ARBOR,MICHIGAN	**1**		**1**	**1**														
1301-General Physical Science	1		1	1														
ARLINGTON,VIRGINIA	**104**	**26**	**14**	**97**														
1035-Public Affairs	1			1														
110-Economist	1	1		1														
1301-General Physical Science	21	5	3	21														
1315-Hydrology	1	1		1														
150-Geography	1			1														
1529-Mathematical Statistics	5	1	1	5														
1530-Statistics	5	2		5														
2210-Information Technology Management	1			1														
28-Environmental Protection Specialist	2	1		2														
301-Miscellaneous Administration and Program	9	3	2	9														
340-Program Management	3	2	1	3														
341-Administrative Officer	2	1	1	2														
343-Management and Program Analysis	12	4	4	10														
401-General Natural Resources Management and Biological Sciences	16	2		14														

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

1109-Grants Management	11	4	3	9				4	3					7	2	1	1	
1160-Financial Analysis	5	2		5					2					2	1	1	0	
1301-General Physical Science	154	26	28	130				1	41	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	21	16	5	
299-Human Resources Management Student Trainee	1			1										0	0	0	0	
29-Environmental Protection Assistant	1		1	1		1								1	1	0	1	
301-Miscellaneous Administration and Program	13	2	6	13			1			3	4			8	3	2	1	
303-Miscellaneous Clerk and Assistant	9	1		9		1								1	1	1	0	
306-Government Information Specialist	1		1	1				1						1	1	1	0	
308-Records Management	1			1										0	0	0	0	
318-Secretary	18	3	9	18		7	6							13	8	5	3	
326-Office Automation Clerical and Assistance	2	2		2		1								1	1	0	1	
340-Program Management	10	4	5	10							5	4		9	5	5	0	
342-Support Services Administration	4	1	3	4			3	1						4	2	1	1	
343-Management and Program Analysis	19	4	3	16			2	2	2	1				7	3	2	1	
350-Equipment Operator	1	1		1		1								1	1	1	0	
401-General Natural Resources Management and Biological Sciences	75	5	4	42					5	3	1			9	3	3	0	
408-Ecology	3	1	1	3					1	1				2	1	0	1	
414-Entomology	1			1										0	0	0	0	
415-Toxicology	9	3	5	9					6	3				9	2	1	1	
457-Soil Conservation	1	1		1					1					1	1	1	0	
499-Biological Science Student Trainee	4													0	0	0	0	
501-Financial Administration and Program	6	4	2	6			1	5						6	2	1	1	
505-Financial Management	1	1		1							1			1	1	1	0	
510-Accounting	8	1	4	7					4	1				5	2	1	1	
525-Accounting Technician	1			1										0	0	0	0	
560-Budget Analysis	1	1		1						1				1	1	1	0	

819-Environmental Engineering	128	33	35	111					49	11	11			71	20	17	3	
893-Chemical Engineering	1		1	1					1					1	1	1	0	
899-Engineering and Architecture Student Trainee	2													0	0	0	0	
905-General Attorney	70	23	27	70						23	27			50	17	13	4	
950-Paralegal Specialist	4	1	1	4				2	1					3	2	1	1	
#N/A	2	1		1										0	0	0	0	
RICHMOND,VIRGINIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1						1				1	1	1	0	
TITUSVILLE,PENNSYLVANIA	**1**		**1**	**1**														
1301-General Physical Science	1		1	1					1					1	1	1	0	
WASHINGTON,DC	**1**			**1**														
28-Environmental Protection Specialist	1			1						1				1	1	1	0	
WHEELING,WEST VIRGINIA	**13**	**2**	**2**	**13**														
1301-General Physical Science	2	1		2					1					1	1	1	0	
1315-Hydrology	1	1		1					1					1	1	1	0	
28-Environmental Protection Specialist	2		1	2					1					1	1	1	0	
401-General Natural Resources Management and Biological Sciences	7			7										0	0	0	0	
819-Environmental Engineering	1		1	1					1					1	1	1	0	
Grand Total	**826**	**199**	**217**	**722**										415	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										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**