Message

From: Payne, James [payne.james@epa.gov]
Sent: 11/8/2018 7:37:33 PM
To: Kelley, Jeff [kelley.jeff@epa.gov]; Rowan, Anne [rowan.anne@epa.gov]; Williams, Felicia [Williams.Felicia@epa.gov]; Thiede, Kurt [thiede.kurt@epa.gov]; Stepp, Cathy [stepp.cathy@epa.gov]
Subject: RE: Formal Notice: Regional Realignment

Deliberative Process / Ex. 5

From: Kelley, Jeff
Sent: Thursday, November 08, 2018 1:36 PM
To: Rowan, Anne <rowan.anne@epa.gov>; Williams, Felicia <Williams.Felicia@epa.gov>
Cc: Payne, James <payne.james@epa.gov>
Subject: FW: Formal Notice: Regional Realignment

Deliberative Process / Ex. 5

Jeff Kelley
Director, Office of External Communications
U.S. EPA Region 5
ph: 312-353-1159

From: Sanders, Amy
Sent: Thursday, November 08, 2018 1:36 PM
To: Furey, Eileen <furey.eileen@epa.gov>; Nam, Ed <nam.ed@epa.gov>; Korleski, Christopher <korleski.christopher@epa.gov>; Jaffess, Sharon <jaffess.sharon@epa.gov>; Payne, James <payne.james@epa.gov>; Thiede, Kurt <thiede.kurt@epa.gov>; Nelson, Leverett <nelson.leverett@epa.gov>; Frey, Bert <frey.bertram@epa.gov>; Newton, Cheryl <Newton.Cheryl@epa.gov>; Sypniewski, Bruce <sypniewski.bruce@epa.gov>; Harris, Michael <harris.michael@epa.gov>; Hyde, Tinka <hyde.tinka@epa.gov>; Ballotti, Doug <ballotti.douglas@epa.gov>; Short, Thomas <short.thomas@epa.gov>; Holst, Linda <holst.linda@epa.gov>; Baltazar, Debbie <baltazar.debbie@epa.gov>; Walts, Alan <walts.alan@epa.gov>; Kelley, Jeff <kelley.jeff@epa.gov>; Rowan, Anne <rowan.anne@epa.gov>
Cc: Marlinga, Richard <marlinga.richard@epa.gov>
Subject: FW: Formal Notice: Regional Realignment

Deliberative Process / Ex. 5

Thanks,

Amy Sanders
Human Capital Officer
U.S. EPA, Region 5
Resources Management Division
77 W Jackson Blvd
Chicago, IL 60604
Email: sanders.amy@epa.gov
Office: (312) 353-9196

From: Coomber, Robert
Sent: Thursday, November 08, 2018 1:34 PM
To: Leadership_Deputy_Regional_Administrators <Leadership_Deputy_Regional_Administrators@epa.gov>; ARA <ARA@epa.gov>; RHRO <RHRO@epa.gov>; LER Community <LER_Community@epa.gov>; Grantham, Nancy <Grantham.Nancy@epa.gov>; Richardson, RobinH <Richardson.RobinH@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Lapierre, Kenneth <lapierre.kenneth@epa.gov>; Amorosi, Joanne <Amorosi.Joanne@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Jones, Rhonda <jones.rhonda@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>
Subject: FW: Formal Notice: Regional Realignment

All,

FYI, please see the Formal Notice to the unions below regarding the Regional Realignment.

Regards,

Bob

Robert D. Coomber
Senior Labor Attorney
Labor and Employee Relations Division
Desk Phone: (202) 564-0955
Cell Phone: (202) 236-4965
coomber.robert@epa.gov

From: Coomber, Robert
Sent: Thursday, November 8, 2018 2:30 PM
To: Morrison, Denise <Morrison.Denise@epa.gov>; Morton, Gary <Morton.Gary@epa.gov>; Tim Seidman <Tim.Seidman@NTEU.ORG>; Davis, Zakiya <Davis.Zakiya@epa.gov>; Sims, Mark <Sims.Mark@epa.gov>
Cc: Oliver, Leah <Oliver.Leah@epa.gov>; Mills, Lesley <Mills.Lesley@epa.gov>; Doolan, Stephanie <Doolan.Stephanie@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Subject: Formal Notice: Regional Realignment

Union Colleagues,

This is formal notice that effective early in calendar year 2019, the agency will implement a standard organizational structure for EPA's regional offices that more closely aligns with EPA's headquarters' structure. This realignment is intended to:

- Increase coordination between EPA's National Programs and their regional counterparts as we work to meet our strategic goals and objectives;
- Improve the consistent implementation of EPA regulations and policies;
- Allow for better resource allocation to more effectively carry out the agency's mission;
- Facilitate the agency's overall operational excellence; and
- Provide greater transparency for EPA's customers.

In February 2018, EPA released its Reform Plan in response to President Trump's March 2017 Executive Order, Comprehensive Plan for Reorganizing the Executive Branch. EPA's Reform Plan contains 11 projects, including Examining EPA's Field Presence. After reviewing information presented by the Field Presence workgroup, Chief of Operations Henry Darwin and the Regional Administrators, in consultation with the Assistant Administrators, concluded that greater consistency in EPA's regional organizational structure is

needed to increase visibility into regional office operations. When the regional offices are organizationally aligned with headquarters, we will be better able to streamline decision-making for accountability and performance, allowing us to better carry out our mission.

Currently, every regional office has a different structure. The new standard structure for every regional office includes the following:

The Office of the Regional Administrator and Deputy Regional Administrator (ORC), and the following divisions:

1. Air and Radiation - ARD
2. Administration and Resource Management (to include OARM, OCFO, and OEI functions) - ARMD
3. Enforcement and Compliance Assurance - ECAD
4. Land, Chemical and Redevelopment (to include OCSPP and Brownfields functions) - LCRD
5. Superfund and Emergency Management - SEMD
6. Water - WD
7. Laboratory Services and Applied Science - LSASD
8. Regional Counsel (to include the FOIA program) - ORC

We plan to maintain our 10 regional offices for implementation of the Agency's programs; there are no staff reductions-in-force or grade changes associated with this reorganizaiton.

You have received an invitation to the formal union briefing on this matter, which will be November 13, 2018 at 4:30pm EST.

All of the reorganization documents including the functional statements, staffing crosswalks, and organizational charts can be found here.

You can access FAQs on EPA's Regional Realignment Intranet Site.

We look forward to our discussion on Tuesday. Please let me know if you have any questions.

Robert D. Coomber
Senior Labor Attorney
Labor and Employee Relations Division
Desk Phone: (202) 564-0955
Cell Phone: (202) 236-4965
coomber.robert@epa.gov