



# United States Department of the Interior

NATIONAL PARK SERVICE  
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IN REPLY REFER TO:  
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## Memorandum

To: All Employees  
From: Director *Juan P. Manilla*  
Subject: Competitive Sourcing Update

The National Park Service (NPS) has successfully completed the third full year of competitive reviews. The competitive sourcing program has resulted in \$3.1 million in annual cost savings and improved performance. To date, out of 298 positions reviewed, no permanent employee has been involuntarily separated as a result of our competitive reviews.

Over the past 3 years, NPS has identified practices that improve our competitive sourcing efforts. The most important lesson is the value of adequate planning prior to formal announcement of a review. NPS has been utilizing preliminary planning efforts outlined in Office of Management and Budget (OMB) Circular A-76 and conducting a reasoned analysis of functions to determine their suitability and proper packaging for future studies. NPS has 588 Full Time Equivalent (FTE) already reviewed or under review that are undergoing such preliminary planning efforts. To date, all of the preliminary planning efforts have proven that the government workforce is the best value. The completed NPS reviews this past fiscal year have projected savings of \$2M annually, with the expectation that the annual savings will continue over at least the next 5 years.

For the reviews completed in FY 2004, we have offered the option of voluntary early retirement (VERA) and "buy-outs" (VSIP) to every employee eligible in cases where the MEO resulted in a smaller organization. We will continue to seek these authorities from the Office of Personnel Management where warranted and cost effective. We are confident they will be granted promptly as the need arises.

NPS has 3 parks; Boston NHP, San Juan NHS and Indiana Dunes National Lakeshore, with a total of 312 FTE scheduled for preliminary planning efforts for FY 2005. We will be reviewing whole parks to achieve the most efficient operations possible.

The FY 2005 - 2008 Competitive Sourcing Green Plan is a 4-year plan for the Competitive Review Program that articulates which parks will be reviewed during the next 4 years and it will be released to all employees and union representatives upon approval by OMB.

Thank you for your dedication, hard work and support as we continue to improve our efficiency and effectiveness to benefit the American people.