

To: OIG-EVERYONE
From: Bill Roderick/OIG/USEPA/US
Date: Monday, March 05, 2007 02:24PM
Subject: new questions answered...

- 1) Buyouts/ Earlyouts- Can you estimate will this be offered? ----We got the go-ahead last Friday and March 15 is the opening date. We are working to get it started.
- 2) Timeline- Why such as short timeline on office closures, is there potential to scatter them over a number of years to better incorporate attrition? ---we have to attrite enough to fit into the '08 budget which begins in October 2007, unless congress acts and we get a different budget number.
- 3) Criteria- What is the criteria for office closure consideration? Is there criteria or prioritization factors? --- geographic reaction time and area presence deterrence level are certainly two. In the best of all possible worlds, you would want to keep as much highly skilled capability as possible and appraisals may factor into that.
- 4) Budget- How is it feasible to allow one office/group to take the brunt of the entire EPA -OIG's budget burden? ----personnel regulations permit several approaches to such reductions. Office closures, organizational elements, or just job series are all possibilities.
- 5) Budget- If the budget is increased, will closures still happen? ----It all depends on when we know what is going to happen to the '08 budget. Buyouts, regular attrition, and job offers under ICTAP for those who receive RIF notices , will take a toll on end strength from now till the end of the year. It is unlikely we will know what is going to happen soon enough to not lose some of the staff.
- 6) Budget- If an office is determined for closure, will there be potential for lateral movement to EPA ? ---- Yes, but there have to be vacancies and people have to apply for them or the hiring official could accept lateral transfers at the same grade and job series. Will OIG work with EPA to find comparable positions? ----Of course we'll be supportive as we can be but we can't force EPA to hire anyone. Those folks affected by RIF/closures would be enrolled in ICTAP which does give them priority in filling vacancies they would be eligible for in any agency as well as EPA.
- 7) IG status- What is the status of the new IG nominations and how does this affect our budget issues? Mr. Beehler is nominated and that is all we know. I assume hearings will be scheduled sometime in the future. The nomination has no effect on our plans and actions of today or the near term.
- 8) Diversity- what role, if any, will diversity play in the reduction of FTE's? ----Personnel rules do not permit reductions based on diversity characteristics.