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**From:** Simon, Nigel [Simon.Nigel@epa.gov]  
**Sent:** 7/19/2017 9:54:04 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]; Flynn, Mike [Flynn.Mike@epa.gov]  
**CC:** Breen, Barry [Breen.Barry@epa.gov]; Brooks, Becky [Brooks.Becky@epa.gov]; Smith, Susan [Smith.Susan@epa.gov]  
**Subject:** RE: Checking in - I am sending Ryan some information shortly

Hi Donna/Mike:

Barry and I made a few minor edits but we are fine with the draft. Thanks.

The majority of the positions in the OLEM package are in non-superfund programs such as RCRA (e.g. waste minimization, materials management, recycling), brownfields, and OUST ( e.g., LUST prevention, LUST Corrective Action). In addition, there was an office-wide focus on bringing efficiency to all areas, including program support areas. This package does not interfere with accomplishing the Administrator's priority for accelerating superfund cleanups.

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 5:14 PM  
**To:** Simon, Nigel <Simon.Nigel@epa.gov>; Flynn, Mike <Flynn.Mike@epa.gov>  
**Cc:** Breen, Barry <Breen.Barry@epa.gov>; Brooks, Becky <Brooks.Becky@epa.gov>; Smith, Susan <Smith.Susan@epa.gov>  
**Subject:** RE: Checking in - I am sending Ryan some information shortly

How is this?

The majority of the positions in the OLEM package are in non-superfund programs such as RCRA (e.g. waste minimization, materials management, recycling) and OUST ( e.g., LUST prevention). In addition, there was an office-wide focus on bringing efficiency to program support areas. This package does not impact the Administrator's priority for accelerating superfund cleanups.

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**From:** Simon, Nigel  
**Sent:** Wednesday, July 19, 2017 4:40 PM  
**To:** Flynn, Mike <Flynn.Mike@epa.gov>  
**Cc:** Vizian, Donna <Vizian.Donna@epa.gov>; Breen, Barry <Breen.Barry@epa.gov>; Brooks, Becky <Brooks.Becky@epa.gov>; Smith, Susan <Smith.Susan@epa.gov>  
**Subject:** Re: Checking in - I am sending Ryan some information shortly

RCRA, OUST, and the program support areas. All areas in OLEM will be touched.

Nigel

Sent from my iPhone

On Jul 19, 2017, at 4:37 PM, Flynn, Mike <Flynn.Mike@epa.gov> wrote:

What non superfund areas did the v/v touch?

Mike Flynn  
Acting Deputy Administrator

U.S. Environmental Protection Agency  
(202) 564- 4711

Sent from my iPhone

On Jul 19, 2017, at 4:25 PM, Simon, Nigel <[Simon.Nigel@epa.gov](mailto:Simon.Nigel@epa.gov)> wrote:

Thanks Donna. If these voluntary V/V offers are taken, it will touch certain parts of the SF cleanup programs in HQ as well as the voluntary programs especially the latter rather than the former.

Nigel

Sent from my iPhone

On Jul 19, 2017, at 4:05 PM, Vizian, Donna <[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)> wrote:

Thanks Nigel. I can't send something forward that speaks to backfills. Remember we did this before we had the house mark. Can we say that the majority reduces voluntary programs? Or that it doesn't touch the SF cleanup programs?

On Jul 19, 2017, at 3:59 PM, Simon, Nigel <[Simon.Nigel@epa.gov](mailto:Simon.Nigel@epa.gov)> wrote:

Hi Donna - if this were a press release we would respond by saying the majority of OLEM's V/V offers are non-Superfund FTEs. OLEM also plans to backfill those positions at junior grades to help meet mission critical needs.

Nigel

Sent from my iPhone

On Jul 19, 2017, at 3:48 PM, Vizian, Donna <[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)> wrote:

I don't think the write up satisfies what Ryan is seeking. Can folks take another shot thinking that it is more of a press release. What would we say to the public if they see a high number and know it is an Administrator priority.

On Jul 19, 2017, at 3:34 PM, Breen, Barry <[Breen.Barry@epa.gov](mailto:Breen.Barry@epa.gov)> wrote:

Nigel and I put our heads together and we think the answer to your question is no.

On Jul 19, 2017, at 3:21

PM, Vizian, Donna  
<Vizian.Donna@epa.gov>  
v> wrote:

Thanks Barry. I am not sure I see how this sentence fits : We built our proposal from the bottom up so our submission addresses mission-critical skill gaps and strengthens technical programmatic expertise.

Did you identify skill sets that are no longer needed or functions that are not a priority so you can reinvest in addressing more sites?

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**From:** Breen, Barry  
**Sent:** Wednesday, July 19, 2017 1:28 PM  
**To:** Vizian, Donna  
<Vizian.Donna@epa.gov>  
**Cc:** Brooks, Becky  
<Brooks.Beky@epa.gov>; Simon, Nigel  
<Simon.Nigel@epa.gov>; Smith, Susan  
<Smith.Susan@epa.gov>  
>  
**Subject:** Re: Checking in  
- I am sending Ryan some information shortly

Thank you. Here is our write-up we wrote this morning. Would you also please let Mike and Ryan know we can also meet and go over orally if they would like.

The  
majority of the  
V/V  
offers  
for this

submission are non-Superfund FTEs. OLEM's goal from this VERA/VSIP is not to eliminate positions so we anticipate having the same number of staff to accomplish our work. We built our proposal from the bottom up so our submission addresses mission-critical skill gaps and strengthens technical programmatic expertise. OLEM's proposal

I  
combined the  
work of  
each  
component  
office's  
management  
team,  
who  
each  
developed their  
own  
proposals based  
on  
efficiencies,  
shifting  
work  
priorities and  
demographics,  
work  
culture  
and  
other  
considerations  
of that  
individual  
office.  
Individual  
feedback from  
prior  
VERA/  
VSIP  
was  
also  
taken  
into  
consideration.  
Once  
higher  
graded  
staff  
depart,  
OLEM

would  
like to  
replace  
these  
position  
s with  
lower-  
graded  
staff.

On Jul 19, 2017, at 1:08  
PM, Vizian, Donna  
<[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)  
v> wrote:

Barry – I do not have  
anything about OLEM

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**From:** Breen, Barry  
**Sent:** Wednesday, July  
19, 2017 1:06 PM  
**To:** Vizian, Donna  
<[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)  
v>  
**Cc:** Brooks, Becky  
<[Brooks.Becky@epa.gov](mailto:Brooks.Becky@epa.gov)  
v>; Simon, Nigel  
<[Simon.Nigel@epa.gov](mailto:Simon.Nigel@epa.gov)  
>; Smith, Susan  
<[Smith.Susan@epa.gov](mailto:Smith.Susan@epa.gov)  
>  
**Subject:** RE: Checking in  
- I am sending Ryan  
some information  
shortly

Thank you. We are  
working on the write-  
up. Can you send us  
what you have pulled  
together already about  
OLEM?

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**From:** Vizian, Donna  
**Sent:** Wednesday, July  
19, 2017 1:02 PM  
**To:** Breen, Barry  
<[Breen.Barry@epa.gov](mailto:Breen.Barry@epa.gov)  
>  
**Subject:** Checking in - I  
am sending Ryan some  
information shortly

