

Message

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**From:** Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]  
**Sent:** 7/19/2017 3:57:34 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** RE: V/V - request from the COS

Got ya- thanks Barry...

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 11:57 AM  
**To:** Hart, Debbi <Hart.Debbi@epa.gov>  
**Subject:** Re: V/V - request from the COS

I will just bring up the number with Ryan. I am just waiting for OLEM info.

On Jul 19, 2017, at 11:54 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Can't seem to find good example so deleted that part of the bullet. What about last paragraph? What else?

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 11:48 AM  
**To:** Hart, Debbi <Hart.Debbi@epa.gov>  
**Subject:** Re: V/V - request from the COS

Not sure that is a good example. If we can't find one we should delete the billet

On Jul 19, 2017, at 11:47 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Still looking for one—OITA says international programs reduced. Does that work or do you need a real program name?

Debbi Hart  
Director  
Policy, Planning & Training Division  
OHR, OARM  
USEPA  
202.564.2011  
[hart.debbi@epa.gov](mailto:hart.debbi@epa.gov)

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 11:36 AM  
**To:** Hart, Debbi <Hart.Debbi@epa.gov>  
**Subject:** Re: V/V - request from the COS

I wouldn't know what to say if asked what we mean by reducing the number of programs. Can you put in an example

On Jul 19, 2017, at 11:32 AM, Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)> wrote:

Try this. And what about last paragraph—are we going with his numbers?

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 11:25 AM  
**To:** Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)>  
**Subject:** Re: V/V - request from the COS

Thanks. Can you change the 1st bullet to say simply reduce the number of supervisory positions. And can you find another way to say the last bullet.

Also on the OECA example can you put in a few position types

On Jul 19, 2017, at 11:16 AM, Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)> wrote:

See if this works.

Debbi Hart  
Director  
Policy, Planning & Training Division  
OHR, OARM  
USEPA  
202.564.2011  
[hart.debbi@epa.gov](mailto:hart.debbi@epa.gov)

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 11:01 AM  
**To:** Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)>  
**Subject:** Re: V/V - request from the COS

Yes

On Jul 19, 2017, at 11:00 AM, Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)> wrote:

Crap—did you want me to add more details about previous rounds of V/V to second paragraph? Will draft something now just in case.

Debbi Hart  
Director  
Policy, Planning & Training Division  
OHR, OARM  
USEPA  
202.564.2011  
[hart.debbi@epa.gov](mailto:hart.debbi@epa.gov)

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**From:** Hart, Debbi  
**Sent:** Wednesday, July 19, 2017 10:58 AM  
**To:** Vizian, Donna  
<[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)>  
**Subject:** RE: V/V - request from the COS  
**Importance:** High

Is this getting there? Do you want more examples? What was decided on last paragraph?

Debbi Hart  
Director  
Policy, Planning & Training Division  
OHR, OARM  
USEPA  
202.564.2011  
[hart.debbi@epa.gov](mailto:hart.debbi@epa.gov)

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**From:** Vizian, Donna  
**Sent:** Wednesday, July 19, 2017 9:44 AM  
**To:** Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)>  
**Subject:** Re: V/V - request from the COS

Here are some of my thoughts on poisons we can weave into the briefing paper

- OCFO will eliminate some clerk, secretary and technician positions where the skills are no longer needed.
- a region will reduce the number of higher graded non-supervisory environmental protection specialists

On Jul 19, 2017, at 9:34 AM, Hart, Debbi <[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)> wrote:

See below. I received your updated summary and will work on beefing it up next.

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**From:** Hart, Debbi  
**Sent:** Wednesday, July

19, 2017 8:43 AM

To: Vizian, Donna

<[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)

>

**Subject:** FW: V/V -  
request from the COS

**Importance:** High

Checking in-- Is this all we are missing? (We are working on both items now.)

- Number of people eligible to retire (early or optional) in the pool (VERA eligibles: 3,654; VSIP eligibles 3,135). I confirmed with Jason that we did not collect regular/optional retirement as a subset of our VSIP population. We're going to look into making some sort of estimate based on percentage of workforce that is currently retirement eligible—will need to be caveated.
- Number of Superfund positions (Remedial Project Managers and On Scene Coordinators broken out by AA-ship/Region)

(Barry  
providing).

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**From:** Hunt, Loretta  
**Sent:** Tuesday, July 18,  
2017 6:59 PM  
**To:** Vizian, Donna  
<[Vizian.Donna@epa.gov](mailto:Vizian.Donna@epa.gov)  
>; Hart, Debbi  
<[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)>;  
Gray, Linda  
<[gray.linda@epa.gov](mailto:gray.linda@epa.gov)>;  
Carpenter, Wesley  
<[Carpenter.Wesley@epa.gov](mailto:Carpenter.Wesley@epa.gov)>  
**Cc:** Parker, Gary  
<[parker.gary@epa.gov](mailto:parker.gary@epa.gov)>  
**Subject:** RE: V/V -  
request from the COS  
**Importance:** High

Donna, per our  
conversation

- The draft communication for Mike Flynn was sent in a separate email at 6:14 pm
- ORD “story” sent in a previous email at 5:00 pm.
- You already have ORD and OLEM’s business cases.
- Examples of jobs with grades below
- Comparison of 2014 V/V to 2015 V/V forthcoming
- Number of people eligible to retire (early or optional) in the pool to be sent by PPTD 7/19

- Number of Superfund positions (Remedial Project Managers and On Scene Coordinators broken out by AA-ship/Region) to be sent by PPTD 7/19

Examples of targeted positions

OCFO wants to:

- Eliminate a clerk position (grades 5-8)
- Reduce the number of financial technician positions (grades 5-8)
- Reduce the number of secretary positions (grades 5-8)
- Reduce the number of management analyst positions (grades 9-15)
- Reduce the number of financial specialist positions (grades 5-15)
- Reduce the number of accountant positions (grades 9-15)

Vacated clerk, secretary, and financial

technician positions will be abolished. After VERA/VSIP offers have been accepted, OCFO will determine how many positions remain in the accountant, management analyst 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.

*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 *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 (e.g., chemists, environmental protection specialists, secretaries, legal assistants, budget analysts, management/program analysts, environmental engineers, mechanical engineers and general attorneys)

*OGC*  
In reviewing *OGC*'s ongoing work and the

agency's needs, OGC decided to restructure or reduce one (1) highly graded non-supervisory position and one (1) non-supervisory position in its Immediate Office.

POSITION	FUNCTION	ORGANIZATION	LOCATION
Senior Counsel for International Affairs	Oversees special projects of significant concern to the agency.	OGC Immediate Office	WA, DC
Executive Assistant	Executes day-to-day responsibilities & assignments that are routine and/or may be of a sensitive nature.	OGC Immediate Office	WA, DC

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 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. 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 positions 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.

*Region 9*

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.

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

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Loretta L. Hunt  
Branch Chief  
Policy and  
Accountability Branch  
Policy, Planning and  
Training Division  
Office of Human  
Resources

U.S. EPA  
Phone: (202) 564-6963  
Email:  
[hunt.loretta@epa.gov](mailto:hunt.loretta@epa.gov)

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**From:** Vizian, Donna  
**Sent:** Tuesday, July 18,  
2017 3:37 PM  
**To:** Hart, Debbi  
<[Hart.Debbi@epa.gov](mailto:Hart.Debbi@epa.gov)>;  
Hunt, Loretta  
<[Hunt.Loretta@epa.gov](mailto:Hunt.Loretta@epa.gov)  
>; Gray, Linda  
<[gray.linda@epa.gov](mailto:gray.linda@epa.gov)>;  
Carpenter, Wesley  
<[Carpenter.Wesley@epa.gov](mailto:Carpenter.Wesley@epa.gov)>  
**Cc:** Flynn, Mike  
<[Flynn.Mike@epa.gov](mailto:Flynn.Mike@epa.gov)>  
**Subject:** V/V - request  
from the COS

Hi I just came from  
Ryan's office. Here is  
what he is seeking:

- A communication from Mike Flynn to all employees reminding them that the application period is open. Like it to go out tomorrow
- I need the OLEM and ORD business cases
- He would like examples of jobs (in English) and grades in the package. Can we get the number of people eligible to retire in the pool?

- Also need a description of what was in our packages last time around added to the attached. Please do in track changes so he can see it
- Need to tell a story about ORD. Let me know if you have any ideas.

Need ASAP – mid-morning tomorrow the latest. Sorry for the quick turn-around and thanks

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