

Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 6/8/2017 2:40:34 PM
To: Cooper, Marian [Cooper.Marian@epa.gov]; Showman, John [Showman.John@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]
Subject: RE: Agency Approach to Early Outs and Buyouts – Phase 2

I'm looking for some help as I'm trying to pull together the business case and field questions in Loretta's absence. ☺ The good news-- as you can tell from what John forwarded—is that there are a lot of past communications to draw from. I'll try to mine my communications material ASAP and bump to you—I know there are TPs.

In terms of deadlines, per Donna's message below we are planning to send an informal submission to OPM later next week. Need to hear from Donna about whether the draft submission needs to be reviewed by senior leadership before, concurrent with or after OPM/OMB review to pinpoint an exact date. The TPs are scheduled to follow the next week on or before 6/21. Hope that helps and thanks in advance for your help! Debbi

We need to put together something to go out that coincides with sending the plan to OPM/OMB. also need talking points for managers to use when letting a staff person know they are in the pool.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Cooper, Marian
Sent: Thursday, June 08, 2017 10:00 AM
To: Showman, John <Showman.John@epa.gov>; Vizian, Donna <Vizian.Donna@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: Agency Approach to Early Outs and Buyouts – Phase 2

Debbi – are you taking the lead on re-working these or do you want me to?

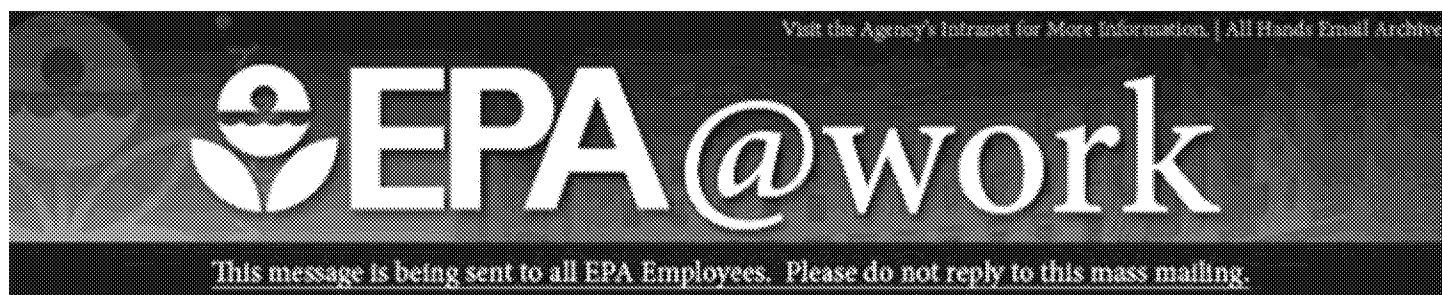
When are these due?

Marian Pechmann Cooper
Chief of Staff
Office of Administration and Resources Management
William Jefferson Clinton Federal Building-NORTH (3330)
Washington, DC 20460
office number -- 202 564-0620
office fax -- 202 564-0233



From: Showman, John
Sent: Thursday, June 08, 2017 8:14 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>; Cooper, Marian <Cooper.Marian@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: FW: Agency Approach to Early Outs and Buyouts – Phase 2
Importance: High

From: Mass Mailer [mailto:Mass_Mailer@epa.gov]
Sent: Thursday, October 02, 2014 11:33 AM
To: All EPA Employees <All_EPA_Employees@epamail.epa.gov>
Subject: Agency Approach to Early Outs and Buyouts – Phase 2
Importance: High



MEMORANDUM

SUBJECT: Agency Approach to Early Outs and Buyouts – Phase 2

FROM: Lisa Feldt, Acting Deputy Administrator

TO: All EPA Employees

Over the last couple of years, resource constraints have forced us to operate under a series of temporary, agency-wide hiring policies—such as hiring only one person for every two or three who left. These constraints have challenged our ability to attract new talent, build diversity in our staff, and provide all the needed tools to do the job of protecting human health and the environment.

We can and must make long-term changes to support you and the vital work you do for the American people.

Earlier this year, the agency decided to offer employees voluntary **early outs** and **buyouts** (VERA/VSIP) to manage the challenges of evolving approaches to work, continuing resource constraints, and the unpredictability of attrition.

We are committed to realigning our workforce to meet changing mission requirements, to modify and update our business processes, and to increase support for employees to get their jobs done through training, recognition, technology, and similar areas.

When we offered Phase 1 VERA/VSIPs, some offices were not ready to begin the process of realigning their workforce. But after careful review of their workforce and mission, nine offices have decided to participate in a Phase 2 VERA/VSIP process.

Participating offices are Region 2, Region 5, OARM, OCSPP, ORD, OW, OSWER, OAR and OITA. We are currently awaiting approval from the Office of Personnel Management and the Office of Management and Budget to offer about 200 VERA/VSIPs, and contingent upon their approval, employee notices will be prepared and VERA/VSIP applicants would be expected to depart the agency no later than January 9, 2015.

To give employees enough time to attend retirement/benefits counseling and prepare themselves to depart the agency, information was sent to all employees in the participating AAships and regional offices informing them of the process and the list of positions being considered.

As in all VERA/VSIP processes, participation on the part of the employee is completely voluntary.

At EPA, we are extremely fortunate to have such a talented, devoted and professional staff that works tirelessly to protect public health and the environment. By offering Phase 2 VERA/VSIPs, we are taking one more step to ensure that we have the flexibility and skills to design and build the EPA workforce for the future. Thank you for your continued service to the EPA and the nation.

For more information on EPA's Early Out/Buyout activities, please visit: <http://go.usa.gov/vn9e>