

Air Force District of Washington



Civilian Force Restructuring Town Hall

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17 Jan 12

Superior Service – Civil Support – Contingency Response



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Overview



- 2 Nov - Identified 12K of the 16.5K civilian billets for reduction in line with FY12 PB funding level
- The following slides provide information primarily on the second round of reductions
- The methodology used to identify the 4.5K was the same used to identify the first 12K



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How we identified the billets



- We continued to...
 - Focus on Air Force priorities to assess options
 - Take an Enterprise-wide approach to identify reduction candidates
 - Complete a comprehensive review of the entire civilian workforce to ensure we found efficiencies in a strategic fashion
 - Everything was on the table for consideration
- We have taken the initial steps to shape the future Air Force—we will look different than today's Air Force

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Results To Date



- We are...
 - Right-sizing acquisition programs
 - Reducing overhead at every level
 - Centralizing work to reduce duplication of effort at multiple geographic locations while maintaining essential resiliency capability—thereby ensuring continued mission accomplishment
 - Standardizing levels of service for specific functions across Air Force installations
 - Consolidating base support activities where feasible
 - Tailoring and transforming installation support to use services readily available in the surrounding local community where available
 - Installation Commanders are key decision makers in this effort

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Impact to NCR – Main Drivers



- Management Headquarters and Overhead
- Tailoring Installation Support
- Installation Support Centralization
- Divesting in Lieu of In-sourcing
- Joint Basing
- Streamlining Functions – Round II only

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Impact to NCR

- AFDW assigned/serviced NCR total reductions through FY13
 - HAF/SAF staff
 - Decrements 450
 - Adds 66
 - HAF/SAF Net 384
 - AFDW
 - Decrements 200
 - Adds 0
 - AFDW Net 200
 - Total NCR impact = 584
- Round II reductions, included in the total
 - HAF/SAF staff decrements 53
 - AFDW decrements 48
 - Total Round II impact 101

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Mitigating the Impact

- We clearly understand the turbulence these and future reductions cause within our workforce
- We continue to make every effort to use voluntary means—hiring controls and VERA/VSIP—to achieve the reductions
 - The first round of VERA/VSIP closed in November and approx 1.1K individuals voluntarily separated/retired on 31 Dec 11
 - Hiring controls/hiring freeze in effect in varying degrees depending on funding levels; HAF continuing hiring freeze until early Mar 12
 - VERA/VSIP II began 9 Jan 12 with volunteers separating/retiring on 30 Apr 12
- We will exhaust all voluntary measures before initiating any involuntary actions

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VERA / VSIP Round II



- ALL employees regardless of series and grade may apply
- Employees assigned to the Central Salary Account (e.g., PAQs, Career Broadeners, etc.), re-employed annuitants, and employees in the Student Education Employment Program will not be considered
- Submission of application does not guarantee interested employee will be approved for VERA / VSIP
- Employees should not take premature actions that are irrevocable or incur financial obligations BEFORE receiving a firm offer from the CPO

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VERA / VSIP II Timeline



- 9 Jan 12: VERA/VSIP II call (open to all)
- 3 Feb 12: VERA/VSIP II call closes
- Week of 13 Feb 12:
 - Finalize determination of employees approved for VERA/VSIP
 - Provide AFPC BEST the names of VERA/VSIP approved employees
 - Approved VERA/VSIP employees notified
- Week of 20 Feb 12: Employees submit retirement applications to AFPC BEST
- Week of 2 Apr 12: Initiate RPA to management reassign saved employees effective 6 May 12
- 30 Apr 12: 2nd round approved VERA/VSIP employees retire/separate

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Way Ahead



- The Air Force will continue to:
 - Ensure sustained excellence in support of mission activities
 - Provide essential services to our Airmen and families
 - Use every means available to mitigate the impact of adverse actions on our Airmen
 - Communicate with you in candid terms to minimize uncertainty and maximize options

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Information Sources

- Your CCs/Directors will provide more details on organizational impact
- Civilian resources available
 - Retirement Seminars (18 – 20 Jan; 24 – 26 Jan)
 - Resume Writing
 - Financial Planning
 - Employment Opportunities
- We will post all information and links to relevant websites off the AFDW Homepage, to give you a one-stop location for information
 - www.afdw.af.mil/civilian
 - Will update with new information as soon as it becomes available
 - FAQ page with your questions answered

Throughout this process I will provide you candid, credible and constant communication



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Questions?

Marcus Lea – AFDW/A1C

Michele Shamberger – AFDW/A1M

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Retirement Seminars



- **Pentagon Auditorium, Room BH650:**
 - 18 Jan: 0800-0930 Briefing; 1200-1500 one-on-one counseling
 - 20 Jan: 0800-1000 Briefing; 1200-1500 one-on-one counseling
 - 25 Jan: 0830-1000 Briefing; 1200-1500 one-on-one counseling
- **Joint Base Andrews, Jacob E. Smart Center Conference Room 115 A/B, California Ave:**
 - 19 Jan: 0830-1030 Briefing; 1200-1500 one-on-one counseling
 - 24 Jan: 0830-1030 Briefing; 1200-1500 one-on-one counseling
 - 26 Jan: 0830-1030 Briefing; 1200-1500 one-on-one counseling

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