

INFORMATION PAPER

IMSH-RMO
12 October 2012

SUBJECT: Civilian Strength Reductions at Fort Stewart/Hunter Army Airfield

1. **PURPOSE.** To provide employees with the latest information from higher headquarters about reduced Civilian strength authorizations at Fort Stewart/HAAF.

2. **FACTS.**

a. In FY13 our OMA Direct authorized strength for Civilians is 901. Today we are at 1002, so we must reduce 101 employees before 30 September while still trying to fill critical vacancies in the directorates that we cannot fill with reassignments because of grade and series mismatches.

b. Attrition: During FY12, Fort Stewart/HAAF Garrison Civilian strength reduced by 468 from 1469 to 1001. 193 moved with the DOL transfer to AMC. 76 went out under VSIP/VERA and 199 left through normal attrition such as PCS, retirement and resignation.

c. VSIP/VERA: During FY13 we expect another VSIP/VERA window to open but we have nothing official from higher headquarters yet.

d. Voluntary and Management Directed Reassignments: The Garrison conducted 77 management reassignments last fiscal year, both voluntary and involuntary. That should and will continue in FY13 whenever possible to fill our critical vacancies and reduce the number of overhires.

e. Over-hire list: The over-hire list is by series and grade, not by name. For example, if the FY13 TDA has 16 authorizations for GS-0303-07s and there are 18 GS-0303-07s on board, then we have two over-hires. The names are irrelevant since they change on an almost daily basis.

f. Reduction in Force: There is no reduction in force planned for or requested by the Garrison Commander in FY13. The Secretary of the Army may make that decision in FY13 for the Army.

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