

**STATE OF OHIO
ADJUTANT GENERAL'S DEPARTMENT
2825 West Dublin Granville Road
Columbus, Ohio 43235-2789**

AGOH-HRO

8 May 2009

**MEMORANDUM FOR ALL TECHNICIANS AND ACTIVE GUARD RESERVE MEMBERS OF
THE OHIO AIR NATIONAL GUARD**

SUBJECT: General Notice of Reorganization, Realignment and Reduction in Force

1. References:

- a. TPR 300-351, Reorganizations, Realignments, and Reduction in Force
- b. OH TPM 351, Workforce Realignment, Reorganization and Reduction in Force
- c. ANGI 36-101, Chapter 4, Priority Placement and Reduction in Force
- d. 2005 Defense Base Closure and Realignment Commission Report

2. Competitive Area: This general notice of Reduction in Force (RIF) is intended to inform all FTUS and AGR personnel assigned to the 179th Airlift Wing, 1947 Harrington-Memorial Road, Mansfield, Ohio 44903, of a possible reduction in the number of positions at the 179th Airlift Wing due to a realignment action under the 2005 Base Realignment and Closure (BRAC). This notice is issued when there is not enough information available to determine specifically which technicians will be affected and what personnel actions must be taken.

3. BRAC Impact: The 2005 Defense Base Closure and Realignment Commission Report authorized DoD to realign Mansfield-Lahm Municipal Air Guard Station (AGS), OH; distribute the 179th Airlift Wing's C-130H aircraft; and establish a contiguous enclave for the 179th Airlift Wing sufficient to support operations of the unit, including flight operations, and compatible with joint use of the Mansfield-Lahm Municipal Airport as a civilian airport. Since publication of the report, a C-27 follow-on mission has been identified for the 179th. The C-27 mission represents a reduction in civilian personnel requirements when compared to the C-130H mission. The remainder of this memorandum explains in broad terms how the new requirements will be met.

4. Voluntary Force Management: The purpose of voluntary force management is to avoid an involuntary RIF to the maximum extent possible. The Ohio Air National Guard will use full-time force management options statewide to provide employment for displaced technicians, and to create vacancies for displaced technicians. Options include, but are not limited to, reassignment; change to lower grade (with grade and pay retention); hiring controls; and release of temporary employees.

5. Incentives: Incentive authorities are used to achieve targeted reductions voluntarily by creating vacancies for position loss or placement. The Ohio Air National Guard may use technician Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Program (VSIP) as needed to

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avoid an involuntary RIF. These may be used locally at the 179th initially, and on a statewide basis if needed. Technicians statewide who are interested in VERA/VSIP should complete the attached survey and forward it to the Human Resource Office NLT 30 days from the issuance of this memorandum. Completion of a survey does not obligate the technician to accept an incentive, nor does it obligate the agency to offer one. At this time we do not anticipate the use of early retirement or separation incentives for the AGR force.

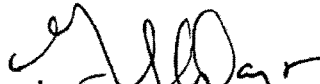
6. **Specific Notices:** If an involuntary RIF is required within the competitive area of the 179th AW, individuals affected will receive a specific notice no later than 60 days prior to the effective date of the personnel action. When issued, the specific notice will state the effects of the realignment; what assignment, if any, will be offered; and the effective date of any personnel action(s). The specific notice will include eligibility for retirement, severance pay, grade and/or pay retention and appeal procedures. It is our objective to ensure affected technicians receive all entitlements and benefits in accordance with the law, and to provide a reasonable job offer to all affected technicians who want a job.

7. **Bump and Retreat:** If an involuntary RIF becomes unavoidable, the Ohio National Guard will not reassign displaced permanent technicians into positions that are already occupied by other permanent technicians.

8. **Expiration:** This general notice which goes into effect on 1 July 2009, will expire one year from date of issue unless it is renewed, replaced by, or supplemented with a specific letter.

9. **Delegation:** Implementation is delegated to the Director for Human Resources. The Human Resource Office will provide additional information as it becomes available. POC is Lt Col Mitchell Herder, Deputy Director for Human Resources at COMM (614) 336-7057, DSN 346-7057, email michell.herder@us.army.mil.

Encl
VERA/VSIP Survey Form


GREGORY L. WAKT
Major General
The Adjutant General

CF:
ATAG-Air
All Wing/GSU CCs
AFGE Local 3970 President
Director for Human Resources

Ohio National Guard Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Program (VSIP) Survey Form

To be considered for VERA or VSIP, a technician must forward a completed survey to the Human Resources Office within the time frames noted in the General RIF Notice. Surveys may be forwarded via email to 179rifoh@ng.army.mil, or via hardcopy mail to The Adjutant General's Department, AGOH-HRO-B, 2825 W. Dublin Granville Rd, Columbus, Ohio 43235-2789

Printed Name	Last 4 of SSN:
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Organization/Activity	Duty Location
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Work Telephone	Official Job Title	Pay Plan/Series/Grade/Step
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Have you previously received Severance pay? Yes <input type="checkbox"/> No <input type="checkbox"/>	# of weeks	Amount
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Are you currently on a temporary promotion or detail? Yes No

Indicate the date on which you would be willing to retire/resign in MM/DD/YY.

I would like to be considered for the following special incentive programs:

<input type="checkbox"/> VSIP with Optional Retirement	Preferred Date:	Earliest Date:
<input type="checkbox"/> VSIP with Early Retirement (VERA)	Preferred Date:	Earliest Date:
<input type="checkbox"/> Early Retirement (VERA) <u>without</u> VSIP	Preferred Date:	Earliest Date:
<input type="checkbox"/> VSIP with Resignation	Preferred Date:	Earliest Date:

I have read the eligibility and regulatory requirements for VSIP and VERA programs. I understand that submission of this survey is not binding on me until I am notified that my request for VSIP/VERA is approved and until I sign an acceptance document. Latest effective date indicated for voluntary separation should not be beyond the effective date of RIF.

Name of Supervisor	Phone Number
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Technician's Signature:	Date
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I have have not been in contact with HRO regarding my retirement
Any employee considering retirement (Optional or VERA) is strongly encouraged to contact the Human Resources Office- Benefits Branch for specific information & assistance. See the HRO Website (<http://ong.ohio.gov/hro/>) for information

Privacy Act Statement

Authority: DoD 1400.25-M, SC1702
 Purpose: For consideration for Retirement
 Routine Uses: Administrative Purposes
 Disclosure: Note: Information submitted is subject to the provisions and protections afforded under the Federal Privacy Act.
 Submission is voluntary, but failure to submit may result in denial of consideration for VERA/VSIP.