

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

NGOH-HRO-Z

17 September 2013

MEMORANDUM FOR All Technicians of the 178TH FW

SUBJECT: Extension of General Notice of Reorganization, Realignment and Reduction in Force through 30 September 2014

1. This memorandum extends the enclosed *General Notice of Reorganization, Realignment and Reduction in Force*, dated 20 March 2013, to 30 September 2014.
2. The extension is due to National Guard Bureau's approval to step out a portion of the total required technician reductions until the end of FY14.
3. Point of contact for this information is Major Dan Roche, Technician Branch Manager, at 614-336-7269/DSN 346-7269 or daniel.e.roche.mil@mail.mil.

FOR THE ADJUTANT GENERAL:

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as



HOMER C. ROGERS, JR.
COL, FA, OHARNG
Director of Human Resources

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

NGOH-HRO

20 March 2013

MEMORANDUM FOR All Technicians of the 178th Fighter Wing (FW), Ohio Air National Guard

SUBJECT: General Notice of Reorganization, Realignment and Reduction in Force (RIF), 178th Fighter Wing (FW)

1. REFERENCES:

a. TPR 300-351, dtd 22 November 1993, Reorganizations, Realignments, and Reduction in Force.

b. OH TPM 351, dtd 1 July 2009, Workforce Realignment, Reorganization and Reduction in Force.

2. COMPETITIVE AREA: This notice of RIF is intended to inform all technicians assigned to the 178th FW, Springfield, Ohio 45502, of a possible reduction in the number of positions at the 178th FW due to a reduction in technician personnel authorizations effective 1 October 2013. 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. IMPACT: The 178th FW has been impacted by an Air National Guard mandated unit manpower change and leveling of the full-time Military Intelligence Program (MIP) requirements. These impacts will result in a reduction to the overall full-time technician authorizations. The remainder of this memorandum explains in broad terms how these 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 locally and statewide to provide employment opportunities for displaced employees. Options include, but are not limited to, reassignment, change to lower grade (with grade and pay retention), hiring controls, and release of temporary and indefinite employees occupying permanent vacancies.

5. INCENTIVES: Incentive authorities are used to achieve targeted reductions voluntarily by creating vacancies for position loss or placement. If approved, the Ohio Air National Guard may use technician Voluntary Early Retirement Authority (VERA) and possibly Voluntary Separation Incentive Program (VSIP) to avoid an involuntary RIF. These may be used at the 178th FW

"When Called, We Respond With Ready Units to Execute Federal, State, and Community Missions."

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initially, and on a statewide basis if needed. Technicians 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.

6. SPECIFIC NOTICES: If an involuntary RIF is required within the competitive area of the 178th FW, 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.

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 will expire one year from the date of this notice, 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. The POC is Lt Col Michell Herder, Deputy Director for Human Resources, at (614) 336-7057/DSN 346-7057 or email: michell.r.herder.mil@mail.mil.

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DEBORAH A. ASHENHURST
Major General
The Adjutant General

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

**VOLUNTARY SEPARATION INCENTIVE PAY (VSIP) AND
VOLUNTARY EARLY RETIREMENT AUTHORITY (VERA) APPLICATION**

Submit to:
Ohio National Guard
Attn: HRO, 2825 W. Dublin Granville Rd.
Columbus, Ohio 43235-2789

Printed Name		Last 4 of SSN:
Organization/Activity		Duty Location
Work Telephone	Official Job Title	Pay Plan/Series/Grade/Step
Have you previously received Severance pay? Yes <input type="checkbox"/> No <input type="checkbox"/>	# of weeks	Amount
Are you currently on a temporary promotion or detail? Yes <input type="checkbox"/> No <input type="checkbox"/>		
I would like to be considered for the following special incentive programs. (Note: Please indicate the date on which you would be willing to retire/resign, must be NLT 1 July 2010)		
<input type="checkbox"/> VSIP Based on my Optional Retirement	Preferred Date (MM/DD/YY)	Earliest Date (MM/DD/YY)
<input type="checkbox"/> VSIP Based on my Voluntary Resignation	Preferred Date (MM/DD/YY)	Earliest Date (MM/DD/YY)
<input type="checkbox"/> *VSIP based on my Early Retirement (VERA)	Preferred Date (MM/DD/YY)	Earliest Date (MM/DD/YY)
*NOTE: Indicates willingness to accept VERA ONLY if not eligible for optional retirement		
I would retire under the Early Retirement Authority (VERA) without VSIP Yes <input type="checkbox"/> No <input type="checkbox"/>		Earliest Date of Retirement
I have <input type="checkbox"/> have not <input type="checkbox"/> been in contact with HRO regarding my retirement.		
This application authorizes the Human Resources Office (HRO) to formally offer my position to excess employee. I understand that returning this form does not obligate me to retire or resign nor does it obligate DoD to pay me a separation incentive. If approved I will be committed to voluntary separation and will be entitled to receive a cash incentive equal to the lesser of: (1) \$25,000; or (2) the amount that I would receive under the formula for computing severance pay. INTIALS _____		
Name of Supervisor		Phone Number
Employee's Signature:		Date
Privacy Act Statement Authority: Title 10 USC 3012 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.		

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