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

AGOH-HRO 1 October 2009

MEMORANDUM FOR ALL TECHNICIANS AND ACTIVE GUARD RESERVE MEMBERS ASSIGNED TO 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 178th Fighter Wing, 5319 Regula Ave, Springfield, Ohio 45502, of a possible reduction in the number of positions at the 178th Fighter Training 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 or Active Guard Reserve (AGR) members 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 Springfield-Beckley Municipal Airport Air Guard Station (AGS), OH; distribute the 178th Fighter Wing's 18 F-16 aircraft; and establish a contiguous enclave for the 178th Fighter Wing sufficient to support operations of the unit, including flight operations, and compatible with joint use of the Springfield-Beckley Municipal Airport as a civilian airport. Since publication of the report a Foreign Military Sales (FMS) mission has been identified to make up for some, but not all, of the losses in personnel authorizations due to the realignment. 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 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. The Ohio Air National Guard may use technician Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Program (VSIP) as needed to avoid an involuntary RIF. These may be used locally at the 178th 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 178th FTW, 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 and AGR members 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 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 Michell Herder, Deputy Director for Human Resources at COMM (614) 336-7057, DSN 346-7057, email michell.herder@us.army.mil.

GREGORY L. WAYT
Major General
The Adjutant General

Encl:
VERA/VSIP Survey Form

Distribution:
ATAG-Air
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AFGE Local 3970 President
Director for Human Resources