



United States Department of the Interior

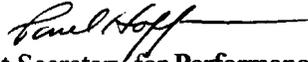
OFFICE OF THE ASSISTANT SECRETARY
POLICY, MANAGEMENT AND BUDGET
Washington, DC 20240



JUN 6 2006

Memorandum

To: Heads of Bureaus/Equivalent Offices

From: Paul Hoffman 
Deputy Assistant Secretary for Performance, Accountability, and
Human Resources

Subject: Updating our Competitive Sourcing Green Plan

Response by: July 21, 2006

The Department's FY 2005-2008 Competitive Sourcing Green Plan approved by OMB in January 2005, projected that we would announce competitions involving approximately **1,400 FTE** during FY 2007.

OMB's guidance regarding Green Plan preparation included a provision allowing us to update the annual studies part of the plan each August, giving us the flexibility to make changes based on the most current information available.

We realize that some of the competitions we initially scheduled may become management reviews and vice versa as a result of insights gained through preliminary planning. However, the Department's Green Plan was approved by OMB based on the overall level of commitment made by all of the bureaus/equivalent offices to support the President's Management Agenda (PMA). While substitutions based on sound business decisions and preliminary planning efforts are perfectly appropriate, we expect bureaus/equivalent offices to maintain at least a comparable level of competitive sourcing activity to honor the original commitment. One way to accomplish this is to consider new competitions based on skill gaps, numerous retirements or new technology.

Please submit your updated plans for FY 2007 on the attached Table along with a transmittal memorandum containing any additional information you wish to provide. Carefully forecast when you plan to announce competitions as OMB monitors our progress on a quarterly basis. BIA, BLM, FWS and NPS should include the number of FTE involved in wildland fire training and dispatch as part of your plans. We will conduct joint competitions on these two functions with the USDA Forest Service. The number of DOI FTE involved in these joint competitions is around 200-300 FTE.

After consultation with each bureau or office, we will submit a consolidated plan to OMB for approval. Once approved, the plan will be announced to employees, unions and Congress.

Thank you for your assistance. If you have questions, please contact Donna Kalvels at (202) 219-0727.

Attachment

