

## Field Financial Control and Support Timeline

<b>2009</b>	
9/25/09	Organizational Effectiveness (OE) completes staffing changes.
9/25/09 - 9/29/09	Organizational Change Management (OCM) will conduct analysis of new organization and determine eligibility for VER and establish potentially impacted lists.
9/29/09 - 10/2/09	OCM - establishes list of VER eligible employees and coordinates VER offer process with Eagan and HRSSC.
10/6/09 - 10/8/09	Begin Employee Notifications: Potentially Impacted Employees, Communications. Triggers salary protection policy. Begin Employee informational sessions for all RIF-impacted employees.
10/7/09	OCM Website Updated: Hot Topics, At-a-Glance, Timeline, FAQs. Link Announcement.
10/7/09	Phase I & II Vacancy requisitions submitted NLT COB in eCareer system.
10/13/09 - 10/20/09	<b>Vacancy Posting Opens: Phase I</b> Posting Managers, Financial Control and Support, EAS-25, Financial Control Analyst, EAS-23, Program Manager, Financial Control & Support, V-02 (Nationwide) And Finance Systems Analyst, EAS-23 (Areawide). <ul style="list-style-type: none"> <li>• Use eCareer for profile development and application</li> </ul>
10/20/2009	<b>Vacancy Posting Closes: Phase I</b>
10/21/09 - 10/23/09	Processing applications and eligibility through HRSSC
10/22/09 - 10/26/09	Annuity Estimates and VER offer mailings to VER eligible employees.
10/22/09 - 11/30/09	Window Period for employees to consider VER offer.
10/26/09 - 10/30/09	<b>Selections: Phase I</b> Review and Selection of employees.
10/13/09 - 10/28/09	<b>Vacancy Posting Opens: Phase II</b> Posting of available vacancies Manager, Financial Testing Compliance EAS-21. Limited Area of Consideration (LAC) all impacted District Finance employees. <ul style="list-style-type: none"> <li>• Use eCareer for profile development and application</li> </ul>
10/28/09	<b>Vacancy Posting Closes: Phase II</b>
10/29/09 - 11/2/09	Processing applications and eligibility through HRSSC
11/2/09 – 11/10/09	<b>Selections: Phase II</b> Review and Selection of employees.
11/10/09	Phase III Vacancy requisitions submitted NLT COB in eCareer system.
11/12/09 - 11/13/09	<b>Placement of Veterans: Phase III</b> -Placement of Veterans in domiciled locations, Financial Testing Compliance Analyst, EAS 19 and Field Financial Specialist, EAS-19. - Issue reassignments to employees accepting reassignments.
11/30/09	<b>Decision to Retire Irrevocable Date (VER)</b>
11/17/09 – 11/24/09	<b>Vacancy Posting Opens: Phase III</b> Posting of available vacancies Financial Testing Compliance Analyst, (Central, Eastern, and Western locations) EAS-19. LAC all impacted Finance employees will apply to the applicable Central, Eastern or Western location. Post any remaining residual postings to all impacted and non impacted employees within Finance.  Posting of available vacancies Field Financial Specialists, EAS-19 (areawide). LAC all impacted Finance employees. Post any remaining residual postings to all impacted and non impacted within Finance. <ul style="list-style-type: none"> <li>• Use eCareer for profile development and application.</li> </ul>
11/25/09 – 12/1/09	Processing applications and eligibility through HRSSC.
12/14/09 – 12/24/09	<b>Selections: Phase III</b> Review and Selection of employees.

12/8/09	<b>Issue General RIF Notice</b>
12/14/09	HRSSC completes RTR validation, processes VER retirement applications and provides list of employees accepting the VER to OCM.
1/6/2010	<b>Issue specific RIF notice.</b>
12/31/09	VER effective date.
3/12/2010	<b>RIF effective date/implementation completed.</b>