

Soil Survey Restructure Plan

Craig Ditzler

State Soil Scientist's Meeting

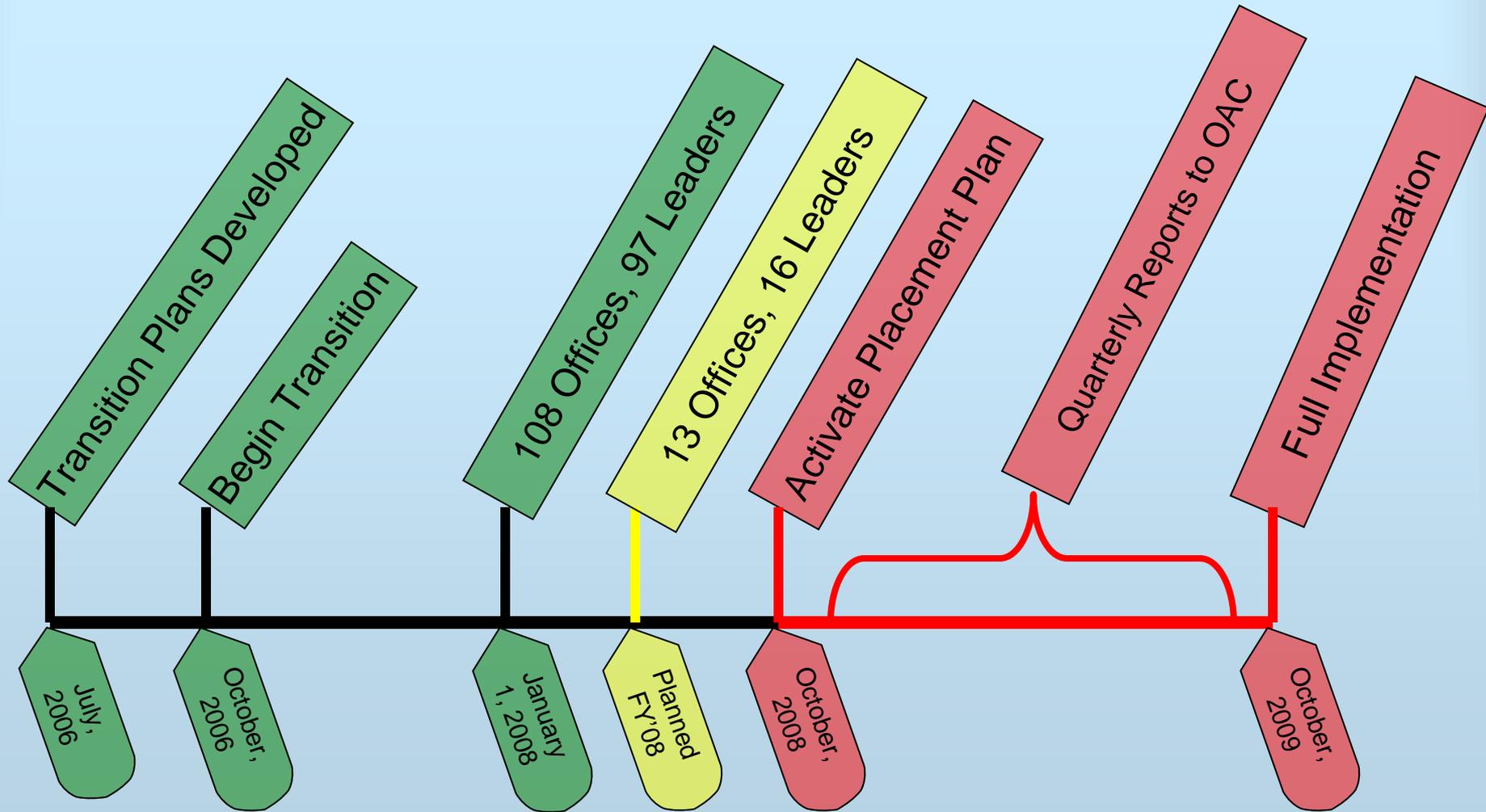
Florence, KY

March 18, 2008

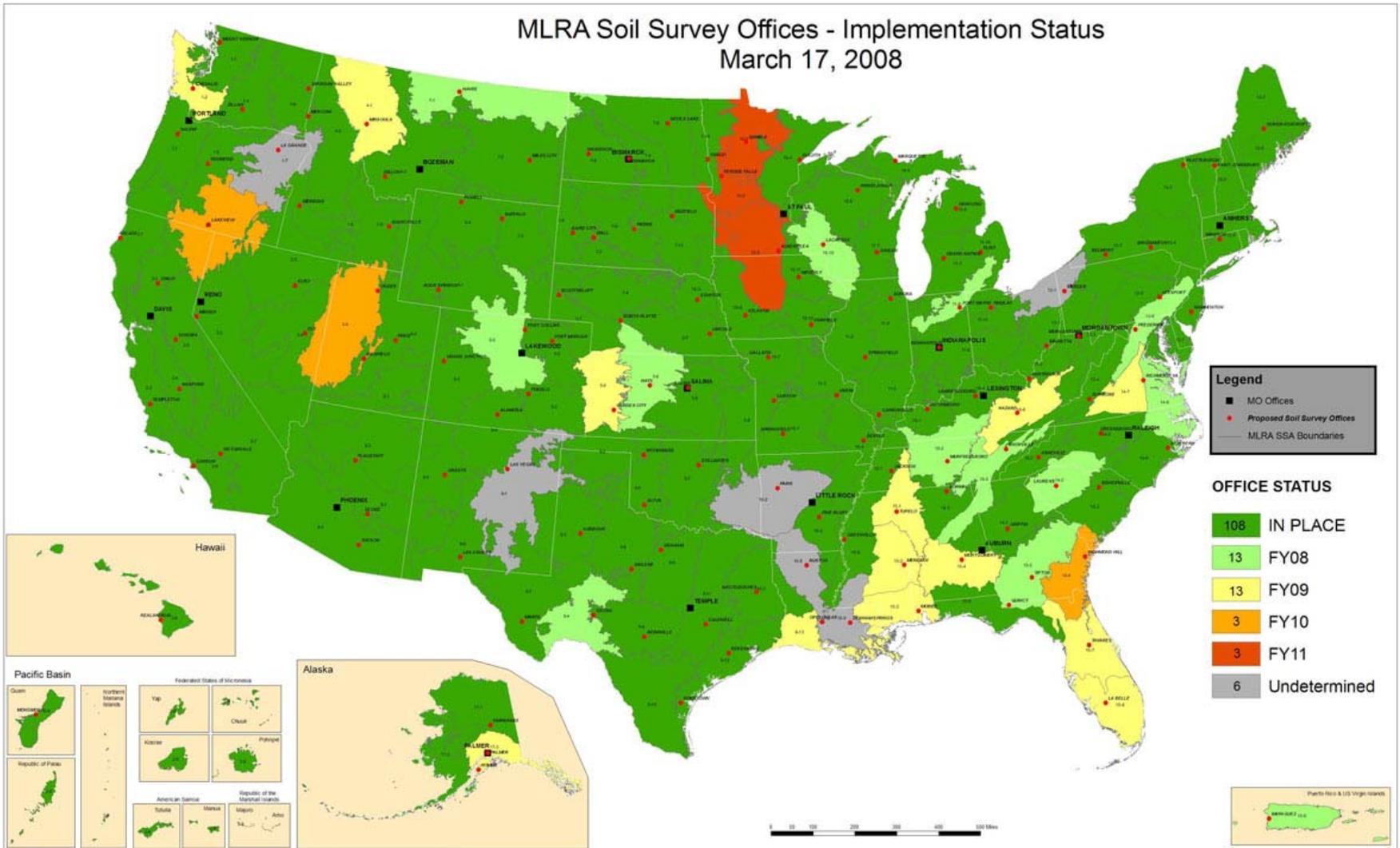
Restructure Terminology

- MLRA Soil Survey Area
- MLRA Soil Survey Office
- MLRA Soil Survey Leader
- MLRA Soil Survey Regional Office

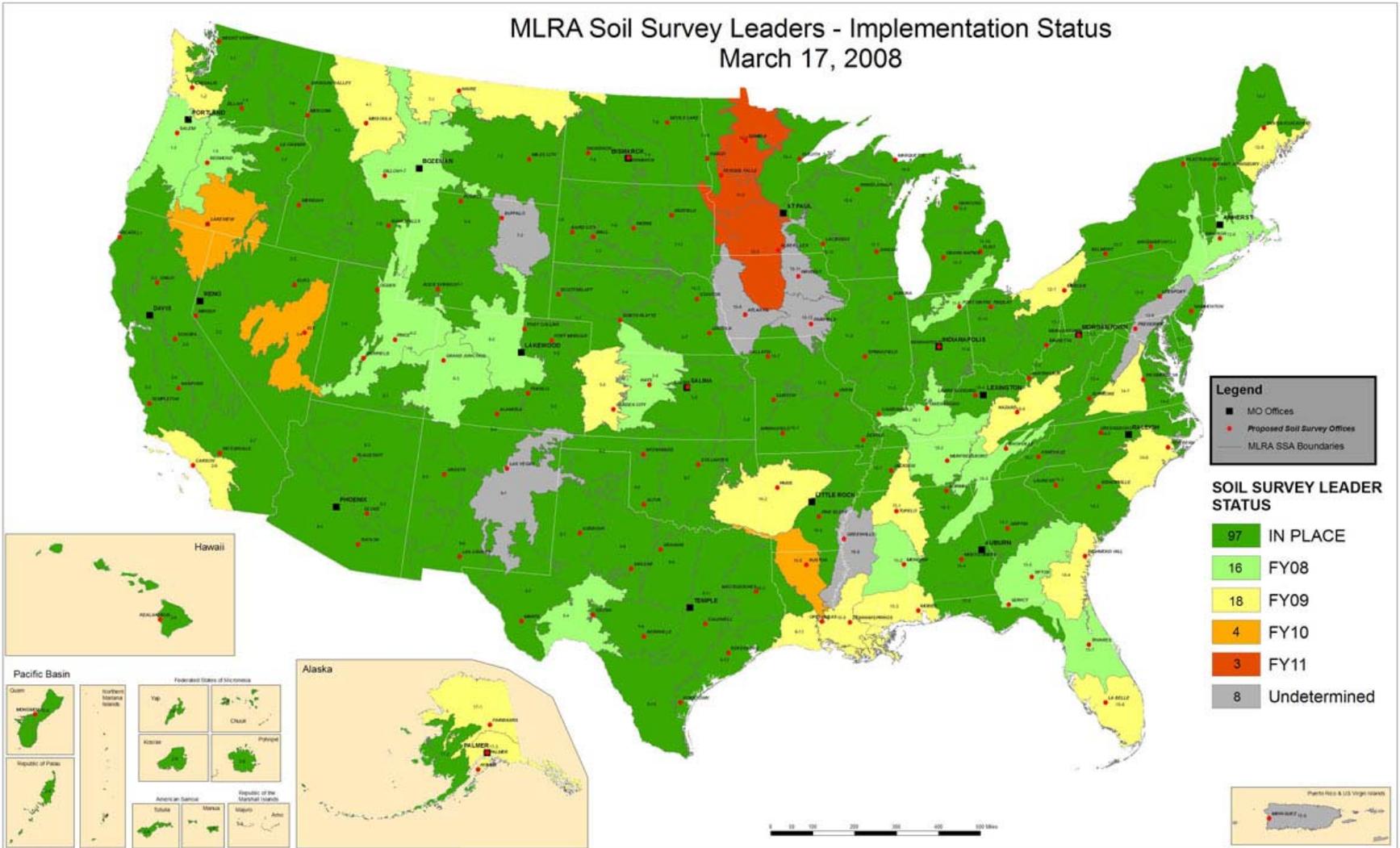
MLRA Restructuring Timeline



MLRA Soil Survey Offices - Implementation Status March 17, 2008



MLRA Soil Survey Leaders - Implementation Status March 17, 2008

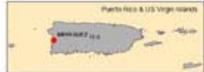
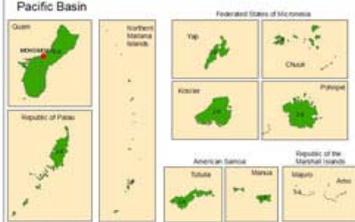


Legend

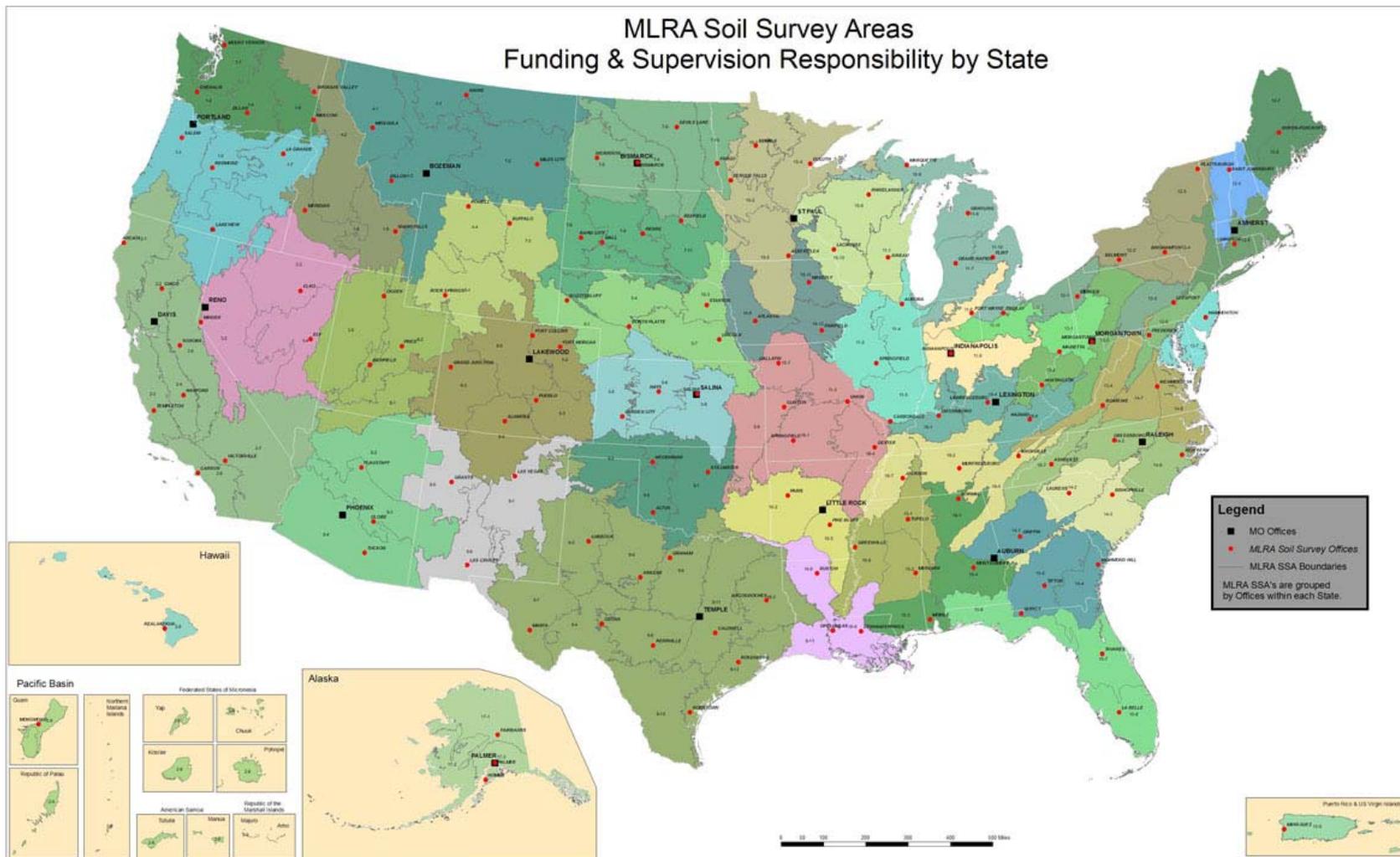
- MO Offices
- Proposed Soil Survey Offices
- MLRA SSA Boundaries

SOIL SURVEY LEADER STATUS

97	IN PLACE
16	FY08
18	FY09
4	FY10
3	FY11
8	Undetermined



MLRA Soil Survey Areas Funding & Supervision Responsibility by State



Legend

- MO Offices
- MLRA Soil Survey Offices
- MLRA SSA Boundaries

MLRA SSA's are grouped by Offices within each State.

USDA Letter Summary

- Letter - Nov. 9, 2007, signed by Asst. Sec, Rutherford.
- MLRA Restructure Plan approved.
- Final implementation requires quarterly updates to the Office of Adjudication and compliance.
 - Demotions, grade/series change, RIF, directed reassignments, race, sex, national origin of those placed and those to be placed.
- Joint effort by:
 - Soil Survey Division/Civil Rights Division/Human Resources

Draft Bulletin For Data Call

- Purpose:
 - Update personnel information so we can:
 - Account for every employee affected by restructure
 - Assess impact on minorities & women
 - Provide quarterly reports to the Department.
 - You provided this data previously, so it just needs to be updated.
 - Contains 2 Spreadsheets
 - State Soil Scientists
 - MLRA Regional Office Leaders

State Soil Scientists

- Account for all employees assigned to soil survey.
- Where/when assigned.
- Written notification? Accepted/rejected?
- Provide example of letter used to notify employees.
- Changes from past report (retire, job change, etc).
- Status of new employees.

MO Leaders

- To track status of the 146 proposed MLRA Soil Survey Offices.
- Track current number soil scientists in the MLRA Soil Survey Area above or below the calculated funding level for the office.

Draft Bulletin

- Bulletin advises states that all employees not previously notified of eventual duty station must be notified by September 30, 2008.
- Expected to be signed by SSRA and Management Deputy Chiefs.

FY'09 Goal

- All GS-12 MLRA Soil Survey leader positions filled.
- All employees notified of assignments as part of an MLRA SSO.
- Most MLRA Soil Survey Offices are established.
 - A few exceptions will be allowed by the Soil Survey Division Director where this is impractical because the initial is still underway.
- Evaluation and planning process to set priorities for the new offices to begin working on (discussion in breakouts).

Possible Office Scenarios

1. MLRA SSO staffed and is the only office.
2. MLRA SSO staffed and also provides QC for a satellite office that is completing an initial soil survey.
3. MLRA SSO is staffed, but is temporarily in a location where its current “project” is an initial soil survey.
 - **MUST** be conducted as part of the entire MLRA Soil Survey Area.