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Sent: Tuesday, June 21, 2016 5:11 PM

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Subject: UNION NOTIFICATION- HSNB REALIGNMENT

Good Morning,

This email serves as notification to the Union of Housing's proposed realignment of staff within the Headquarters offices of Housing Operations (Ops), Finance and Budget (FAB) and Risk Management and Regulator Affairs (ORMRA). These proposed changes will not change the pay, grade or length of service of any employee; nor will Housing offer any buyouts related to these realignments. The purpose of the proposed changes are as follows:

Within the Office of Housing Operations: To group like functions together in order to create improved spans of control and reporting. We intend to shift from the 1:1 manager/supervisor relationship that exists today to an approach that reduces the number of layers between management and front-line employees. The realigned structure will consolidate like functions more effectively in divisions which will enable the Office to provide more consistent service to its customers and better empower staff.

Within Finance and Budget (FAB): To focus on reducing the number of divisions within the sub office of Budget and Field Resources to improve efficiency and service administration along programmatic lines of business. This will enable individual employees and the institution as a whole the opportunity to build a workforce with in-depth institutional program budget formulation and execution knowledge and the associated, enhanced analytical skills. Overall this model will enable FAB's Office of Budget to position itself to better meet the budget formulation, execution, reporting and analytical needs of both internal and external HUD stakeholders including HUD, CFO, and OMB.

Within Office of Risk Management and Regulatory Affairs: To establish better risk controls, analytics, and reporting for the program areas through enhanced teamwork between the economists/financial analysts and the credit risk officers. Additionally, it will clearly define the staff roles so that staff is able to focus on a specialized program area, particularly those representing the Federal Housing Administration (FHA) portfolio - Single Family, Multifamily and/or Healthcare programs. This realignment will enhance the level of risk measuring, monitoring, and mitigation by providing a more consistent and contextual focus on the different program area portfolios.

Please see the additional information below.

(a) Name, grade, title, and series of affected bargaining unit employees.

See Copy of Bargaining Unit Employees file, attached. [The Affected Out-Stationed BU Employees](#)

ATLANTA	LESLIE, CAROL	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
	SINAYSKY, MIKHAIL	GS-2210-14/14	INFORMATION TECHNOLOGY SPECIALIST (APP)
CHICAGO	SPIRES, BABELLE R.	GS-0343-13/13	MANAGEMENT ANALYST
	STARLING, KAREN A.	GS-0343-11/11	MGMT ANAL
DENVER	FOWLER, CHRISTOPHER E.	GS-1101-15/15	PROJECT MANAGER
	O NEILL, SEAN J.	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
FORT WORTH	WILLIAMS, NORCISE L.	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
GREENSBORO	STEELE, BONITA K.	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
KANSAS CITY	BURTON, ANDREE M.	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
	JONES, KEITH M.	GS-1101-13/13	CONTRACT OVERSIGHT SPECIALIST (GTR)
NEW YORK	MURATI, MIGDALIA	GS-0343-14/14	MGMT ANAL

(b) Impact, if any, upon upward mobility and/or career ladder positions.

There will be no impact on existing upward mobility or career ladder positions

(c) Employees who will have a different first or second line supervisor as a result of the Realignment. If known the supervisor/manager names their names.

Supervisory realignments have not been determined yet. This information will be provided as soon as it is available.

(d) Impact, if any, upon employee's receipt of performance ratings. This should not be affected

No impact

(e) Copies of position descriptions for new positions if different from current position.

See List of Positions File, attached

(f) Names of any employees detailed in connection with the realignment.

N/A

(g) Any new positions created as a result of the realignment.

See New PDs file, attached

(h) Names of any employees who will be downgraded or separated as a result of the realignment.

None

(i) Names of any employees who will be moved as a result of the realignment.

Employee moves have not yet been determined but will be provided as soon as available.

(j) Copy of before and after organization charts

See before and after charts, attached.

Please note that From To information provided in three excel attachments may change and the union will be notified accordingly.