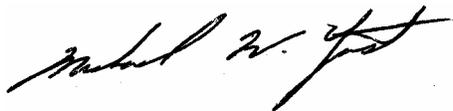


For: FSA Federal and County Employees

**Opportunity to Apply for Voluntary Separation Incentive Payment (VSIP)
and Voluntary Early Retirement Authority (VERA)**

Approved by: Acting Administrator



1 Overview

A Background

FSA has requested authorities from the Office of Personnel Management (OPM) for 2 programs commonly known as VSIP's or "buyouts" and VERA's or "early outs". **These authorities are contingent upon receipt of formal approval by OPM.**

Note: VERA is being offered in conjunction with VSIP. Therefore, eligibility for VSIP must be met before applicants are eligible for VERA.

Despite FSA's attempt to secure full funding for continuing FY 2005 FTE levels, the most recent projections for FSA's FY 2006 budget will result in about 850 fewer budgeted positions (FTE's) than authorized in FY 2005. Much of this reduction has been or will be accomplished by attrition and employment of fewer temporary employees. The remaining needed reductions will hopefully be accomplished by offering 321 County and 214 Federal permanent positions VSIP/VERA incentives.

Also, FSA is undergoing business process modernization efforts that will necessitate updating the skill sets of some employees in DAFP and ITSD. As a result, a maximum of 55 of the 214 Federal positions could be backfilled with employees and/or applicants who possess the needed skills.

B Purpose

This notice announces an opportunity for all eligible employees to voluntarily apply for VSIP's by September 6, 2005, with an effective separation date of no earlier than October 1, 2005, and no later than November 3, 2005.

<p>Disposal Date</p> <p>January 1, 2006</p>	<p>Distribution</p> <p>All FSA Federal and County Employees; State Offices relay to County Offices</p>
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1 Overview (Continued)

C Labor Management Obligations

Where exclusive representation exists, bargaining may be requested to the extent allowed by applicable statutes. Where contract language already addresses these policies and procedures for bargaining unit employees, contract language prevails.

2 VSIP Program

A Application Procedures

To be considered for VSIP, employees must submit a completed and signed copy of FSA-334 (Exhibit 1). Employees are requested to submit FSA-334 as soon as possible. If FSA-334 is not received in HRD **by midnight e.t. on September 6, 2005**, the employee will **not** be considered for VSIP and VERA.

FSA-334 shall be sent to HRD by FAX to either of the following:

- 202-418-9121
- 202-418-9123.

Notes: FSA-334 with original signature is not required. The signed FAXed copy is sufficient and original should not be sent in mail.

The employee shall keep the original FSA-334. If the employee wants to withdraw their FSA-334, the employee shall sign and date items 12A and 12B of FSA-334. See subparagraph B.

HRD shall send applicants an e-mail acknowledgement within 3 workdays after FSA-334 is received. All applicants must list their e-mail address and will subsequently be notified by e-mail whether their buyouts are approved or not approved.

Note: FSA-334 is available at <http://165.221.16.90/dam/FFASforms/forms.html>.

B Withdrawal of FSA-334

Employees may withdraw their FSA-334 at any time before their separation date. However, employees are encouraged to withdraw their FSA-334 as soon as possible after they make their decision. To withdraw, applicants shall sign and date items 12A and 12B of the **original FSA-334 that was FAXed to HRD**. FAX FSA-334 withdrawals to either of the above FAX numbers.

2 VSIP Program (Continued)

C Eligibility Requirements

FSA Federal (GS) and County (CO) employees are eligible to apply for VSIP if they:

- were permanent full-time or permanent part-time employees as of July 9, 2005
- were in a position as of July 9, 2005, that is listed in Exhibit 2 or 3
- separate by resignation, early out retirement, or regular retirement (except disability retirement) no earlier than October 1, 2005, and no later than November 3, 2005.

Exception: Employees may use annual leave after their separation date to establish initial eligibility for early retirement, but not for regular retirement. Employees may **not** use sick leave or donated leave to establish initial eligibility.

D Employees Ineligible for VSIP's

The following FSA employees are **not** eligible to apply for VSIP's:

- a re-employed annuitant
- an employee who has been approved for a disability retirement
- an employee who is in receipt of a specific notice of involuntary separation for misconduct or unacceptable performance
- an employee covered by statutory re-employment rights who is on transfer to another organization
- an employee who previously received VSIP and had not repaid it
- any employee who, during the 24-month period preceding the date of separation, has received a recruitment or relocation bonus
- any employee who, during the 23-month period preceding the date of separation, has received a student loan repayment
- any employee who, during the 12-month period preceding the date of separation, has received a retention allowance
- an employee who, preceding the date of separation, has had less than 3 years of continuous employment in USDA.

2 VSIP Program (Continued)

E Supervisor's Responsibility

Supervisors must provide this notice to temporarily absent employees so they are informed about the buyout application opportunity.

F Amount of Payment

The VSIP amount is:

- taxable when payment is processed
- not discretionary
- the lesser of the following:
 - a lump sum payment that is equal to the employee's calculated severance pay entitlement
 - \$25,000.

Separation incentive payments are based on the standard severance pay calculation. However, by law, VSIP must not exceed \$25,000.

Severance pay equals 1 week's basic pay for each of the first 10 years of creditable Federal service, plus 2 weeks of basic pay for each year of creditable service over 10 years. In addition, an age factor applies, which increases the amount by 10 percent for every year an employee is over 40 years old. The servicing Human Resources (HR) office can provide employees with an exact computation.

Reminder: Since the decision to resign or retire is voluntary, employees who receive VSIP are not eligible for an additional severance pay benefit.

G Separation Agreements

Employees completing FSA-334 are agreeing that the:

- decision to resign or retire under these circumstances is entirely voluntary
- entire incentive payment will be repaid if they are re-employed by, or enter into a personal service contract with, the Federal Government or an FSA County Office within 5 years of the date of the separation on which the separation pay is based.

H Delayed Separation Date

All VSIP applicants must agree to separate no later than November 3, 2005, to receive VSIP and VERA. Extensions may be granted, in those cases where employees use annual leave past their separation date, to establish initial eligibility for early retirement, but not for regular retirement.

2 VSIP Program (Continued)

I VSIP Payment Date

VSIP payment documents shall be processed by the servicing HR office no later than the end of the second pay period following the separation date. Therefore, payments should be received on or within 2 weeks of the pay day corresponding to that pay period.

3 Retirement Eligibility

A Regular Optional Retirement

CSRS- and FERS-covered employees are eligible for an immediate annuity under regular optional retirement when they are age:

- 55 with 30 or more years of service (CSRS)
- 60 with 20 or more years of service (CSRS and FERS)
- 62 with 5 or more years of civilian service (CSRS and FERS)
- minimum retirement age (MRA) with 30 or more years of service, age 55-57, depending on year born (FERS)
- MRA with 10 years with reduction (FERS).

Note: CSRS employees must have served in a position covered by CSRS for at least 1 year of the 2 years immediately preceding retirement.

B Voluntary Early Retirement

CSRS- and FERS-covered employees are eligible for an immediate annuity under voluntary early retirement:

- when they are at least age 50 with 20 years of service
- at any age with 25 or more years of service.

Note: If applying for early retirement, employees must meet these eligibility requirements for early retirement by the separation date unless using annual leave to become eligible.

3 Retirement Eligibility (Continued)

B Voluntary Early Retirement (Continued)

CSRS employees:

- must have served in a position covered by CSRS for at least 1 year of the 2 years immediately preceding retirement
- will have the basic annuity reduced by 2 percent for each year ($1/6^{\text{th}}$ of 1 percent for each full month) an employee is under 55 years of age at the time of retirement. This is a permanent reduction in the annuity.

Under FERS, there is no age reduction for voluntary early retirement, but if an employee who transferred to FERS is entitled to a CSRS component, the CSRS component will be subject to the 2 percent age reduction rule if the employee is under 55 years of age.

C FERS MRA + 10 Retirement

FERS employees who are not eligible for voluntary early retirement are eligible for an immediate annuity if they have:

- at least 10 years of service
- reached MRA (55 if born before 1948, and gradually increasing to 57.)

This type of benefit is referred to as MRA + 10 retirement, and is subject to an age reduction of 5 percent for each year ($5/12^{\text{th}}$ of 1 percent for each full month) an employee is under 62 years of age at the time of retirement. An employee can separate and elect to reduce or eliminate the age reduction by postponing the annuity commencing date.

Note: FERS employees who meet the eligibility requirements for the voluntary early retirement and the MRA + 10 retirement are not subject to the 5-percent-per-year reduction for being under 62 years of age.

Example: If an employee is age 57 and has 25 years of service, the employee can separate under the voluntary early retirement provisions without the age reduction for being under 62 years of age.

3 Retirement Eligibility (Continued)

D Crediting Unused Sick Leave

CSRS employees will receive credit for any unused sick leave in the computation of their annuity.

FERS employees do not receive credit for unused sick leave in the computation of their annuity.

Exception: Employees who transferred to FERS and will receive a CSRS component in the annuity computation will receive credit for the lesser of either of the following:

- sick leave balance as of date of transfer to FERS
- sick leave balance as of date of retirement.

Unused sick leave will not be used in determining eligibility for retirement.

E Types of Deposit and Redeposit Service

The following types of service may have an effect on determining eligibility for retirement and in computing the annuity.

Type of Service	Explanation
Deposit	Creditable civilian service during which retirement deductions were not withheld.
Redeposit	Creditable civilian service where retirement deductions were withheld, but later refunded after a separation.
Post 1956 Military	Active duty military service performed after December 31, 1956.

Employees who have any of these types of service should contact their servicing HR office to determine what effect nonpayment of the deposit or redeposit will have on their retirement eligibility and annuity computation

3 Retirement Eligibility (Continued)

F Eligibility for FERS Annuity Supplement

FERS retirees under 62 years of age are immediately eligible for the annuity supplement at the time of retirement if they:

- had at least 1 calendar year of FERS service
- retired under regular optional retirement
- retired at or over MRA under voluntary early retirement.

FERS retirees are eligible for the annuity supplement upon attaining MRA, rather than at the time of retirement, if they:

- had at least 1 calendar year of FERS service
- retired before MRA under voluntary early retirement.

FERS retirees are **not** eligible for the retiree annuity supplement at any time when 1 of the following apply:

- retiring under the MRA + 10 provision
- eligible only for deferred annuity
- retiring at 62 years of age or later.

The retiree annuity supplement is payable until 62 years of age.

3 Retirement Eligibility (Continued)

G Continuing Health Insurance Into Retirement

OPM has waived the 5-year requirement for continuing health insurance into retirement for eligible employees.

Employees who are enrolled in an FEHB plan, and who meet 1 of the following conditions, are eligible to continue FEHB into retirement:

- a regular optional retirement with VSIP
- an early out voluntary retirement with VSIP
- MRA + 10 retirement with VSIP.

H Continuing Life Insurance Into Retirement

OPM has **not** waived the 5-year requirement for continuing life insurance into retirement. Therefore, retiring employees must have been insured under the FEGLI Program for either of the following to continue coverage into retirement:

- for the 5 years of service immediately before retirement
- for all of their service during which they were eligible for FEGLI coverage, if less than 5 years.

4 Additional Retirement and VSIP Information

A Additional Information and Counseling

To help employees make this important decision, HR specialists in the servicing HR office are available for counseling services.

HR specialists/assistants can provide FSA employees with computations of VSIP payments and, if eligible, an estimated retirement annuity. Formal counseling sessions are also available for employees and their spouses, and can be scheduled by contacting their servicing HR office.

Important: FSA-334 must be received in HRD for consideration for approval. Employees will complete additional separation documents after they have been approved for a buyout.

Notice PM-2477

4 Additional Retirement and VSIP Information (Continued)

A Additional Information and Counseling (Continued)

Employees shall use the following table to obtain the appropriate contact. Because of the anticipated level of interest, employees are encouraged to request calculations as soon as possible.

Note: A list of frequently asked questions and answers is available at <http://hr.ffas.usda.gov/offices/dob/QAsVSIPVERA.htm>.

For general information on the buyout program, employees may send an e-mail to either of the following:

- VSIP_VERA@wdc.usda.gov
- janice.barnes@wdc.usda.gov.

IF employed in...	THEN contact...
National Office	<ul style="list-style-type: none"> • for retirement information and/or an application for retirement, any of the following employees in the Performance Management, Benefits, and Awards Branch, HRD, Washington, DC: <ul style="list-style-type: none"> • Darla Hensley at 202-418-9021 • Susan Brown at 202-418-9039 • Maria Ruiz at 202-418-9034 • for VSIP computations only, e-mail either of the following: <ul style="list-style-type: none"> • karen.williams@wdc.usda.gov • lisa.gressen@wdc.usda.gov. <p>Note: The TTY number is 202-418-9116.</p>
Kansas City, St. Louis, or AFPO	<ul style="list-style-type: none"> • for retirement information and/or an application for retirement, either of the following employees in the Employee and Labor Relations Section, KCHRO: <ul style="list-style-type: none"> • Dana Candler at 816-926-6117 • Toni Sieben at 816-823-3308 • for VSIP computations only, e-mail carleen.dempsey@kcc.usda.gov. <p>Note: The TTY number is 800-735-2966.</p>
State or County Office	State Administrative Office.

FSA-334, Application to Retire or Resign With Voluntary Separation Incentive Payment (VSIP)

This form is available electronically.

FSA-334 (08-22-05)		U.S. DEPARTMENT OF AGRICULTURE Farm Service Agency	
APPLICATION TO RETIRE OR RESIGN WITH VOLUNTARY SEPARATION INCENTIVE PAYMENT (VSIP)			
1. NAME (Last, First, Middle Initial)	3A. PAY PLAN (Check one below) Federal Employee – GS <input type="checkbox"/>	3B. SERIES	3C. GRADE
2. SOCIAL SECURITY NO.	County Employee (Non-Federal) - CO <input type="checkbox"/>		
4. HOME ADDRESS	7A. POSITION TITLE		
	7B. OFFICE (Include Division, Branch and Section OR State or County Office Name as applicable)	7C. ARE YOU DUTY STATIONED IN AN FSA COUNTY OFFICE? (Check "YES" or "NO" box below) <input type="checkbox"/> YES <input type="checkbox"/> NO	
5. E-MAIL ADDRESS	8A. DUTY STATION CITY	8B. DUTY STATION STATE	
6. HOME PHONE (Include Area Code)	9A. OFFICE PHONE (Include Area Code)	9B. FAX NO. (Include Area Code)	

10. REQUEST TO RETIRE OR RESIGN (Check all that apply.)

<input type="checkbox"/> As of July 9, 2005, I was officially a permanent employee and in a position listed in Notice PM-2477, Exhibit 2 or 3. <input type="checkbox"/> My proposed separation date is _____. I hereby request to retire or resign with a voluntary separation incentive payment and an effective separation date between October 1, 2005 and November 3, 2005. <input type="checkbox"/> I am using annual leave past my separation date in order to establish initial retirement eligibility and my proposed separation date is _____. <input type="checkbox"/> I have met the age and service requirement for regular retirement. <input type="checkbox"/> I have met the age and service requirement for early retirement and request to retire under Voluntary Early Retirement Authority (VERA). <input type="checkbox"/> I wish to resign.	For Office Use Only.
<p>My decision to retire or resign has not been coerced and is entirely voluntary. If I decide to withdraw this request, I will sign and date Items 12A and 12B and FAX to HRD.</p> <p>I understand that if I volunteer to separate from my current employment and receive a VSIP, I will be responsible for repaying the entire incentive payment if I am reemployed by the Federal Government or with an FSA County Office in the next 5 years, either by appointment or personal services contract.</p> <p>In order to receive a VSIP, I further understand that, if I am selected, I agree to separate no later than November 3, 2005, except when using annual leave to establish initial retirement eligibility.</p> <p>I understand that my employing Agency is under no obligation to pay me a VSIP until I actually separate by retirement or by resignation in accordance with this agreement. I understand that management retains the right to approve and/or cancel this agreement based on my employing Agency's financial considerations or mission accomplishment.</p>	

11A. Signature	11B. Date
Fax (202) 418-9121 or (202) 418-9123 (Do not send original in mail.)	FORM MUST BE RECEIVED BY SEPTEMBER 6, 2005.
12. I wish to withdraw this application.	12A. Signature
	12B. Date

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, and where applicable, sex, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, reprisal, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD). To file a complaint of discrimination, write to USDA, Director, Office of Civil Rights, 1400 Independence Avenue, S.W., Washington, D.C. 20250-9410, or call (800) 795-3272 (voice) or (202) 720-6382 (TDD). USDA is an equal opportunity provider and employer.

VSIP Selection Priority for Headquarters and Field Offices

This exhibit provides a list of positions eligible to apply for VSIP/VERA. The positions are listed by organization. Each organization has a reduction target maximum number of VSIP/VERA that will be offered. Offers will be made in order of the greatest length of service (as determined by employees' service computation date for leave) within each priority grouping starting with priority 1 until the target number is reached for that organization.

Note: This means that if sufficient numbers apply for VSIP in the first priority groups, the positions in the lower groups will not receive any offers.

Office of the Administrator			
Reduction Target - 7			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Immediate Office	2	GM-301 Assistant to the Administrator GS-343 Management Analyst
2	OBPI	5	GS-301 Assistant to the Administrator GS-301 Assistant to the Director GS-343-12/14 Management Analyst (nonsupervisory) GS-301 Staff Assistant GS-301 Director of Outreach GS-301 Outreach Specialist GS-1165 Loan Specialist (Agricultural) GS-343 Program Analyst GS-1145-13 Agricultural Program Specialist
3	OEA - WDC only	3 to reach target	GS-301 Correspondence Policy Analyst GS-303 Document Control Technician GS-1035-12/13 Public Affairs Specialist GS-301 Congressional Liaison Officer GS-301 Legislative Analyst
4	OCR – WDC only	3 to reach target	GS-360 Equal Opportunity Specialist GS-260 Equal Employment Specialist GS-301 Program Specialist GS-160 Civil Rights Analyst GS-361 Equal Opportunity Assistant
5	OCR - KC	any to reach target	GS-360 Equal Opportunity Specialist GS-260 Equal Employment Specialist GS-361 Equal Employment Assistant
6	OCR – Montgomery, AL	any to reach target	GS-301-13 Program Complaints Specialist

VSIP Selection Priority for Headquarters and Field Offices (Continued)

Deputy Administrator for Farm Programs			
Reduction Target – 45 (Includes a maximum of 30 to be backfilled)			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Tobacco Division	8	All positions, except Schedule C
2	APFO	any	GS-1371 Cartographic Technician
3	APFO	any	GS-1060 Photographer (Lab)
4	PSD	5	GS-1145 Agricultural Program Specialist
5	CEPD	5	GS-1145 Agricultural Program Specialist
6	PECD	5	GS-1145 Agricultural Program Specialist GS-1101 Assistant to the Director GS-1101 Emergency Preparedness Specialist
7	APFO	any to reach target	GS-1001 Aerial Imagery Specialist
8	CEPD	5	GS-1101 Ag. Program Technology Specialist

Deputy Administrator for Commodity Operations			
Reduction Target - 2			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	All DC divisions	1	GS-318-8/9 Secretary
2		as needed to reach target	GS-1146-13/14 Agricultural Marketing Specialist (nonsupervisory)

Kansas City Commodity Office			
Reduction Target - 9			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	KCCO	4	GS-343-11/12 Management Analyst
2		9 to reach target	GS-1146-11/12 Ag/Grain Mkt. Spec. (nonsupervisory)

Deputy Administrator for Field Operations			
Reduction Target - 1			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	DAFO - DC	1	all GS-14's
2		1 to reach target	all GS-13's
3		1 to reach target	all GS-12's
4		1 to reach target	GS-318-8/9 Secretary

VSIP Selection Priority for Headquarters and Field Offices (Continued)

Deputy Administrator for Management - MSD			
Reduction Target - 4			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Office of the Director	1	GS-342-15 Support Services Supervisor
2	Publishing Branch	1	GM-1101-14 Printing & Procurement Specialist
3	Division-wide	any to reach target	GS-301 (nonsupervisors)
4	Division-wide	any to reach target	GS-343 (nonsupervisors)

Deputy Administrator for Management - HRD			
Reduction Target - 8			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Office of the Chief - KCHRO	1	GS-201-13 HR Specialist
2	SPIMS	1	GM-201-14 Personnel Mgmt. Specialist GS-201-9/13 HR Specialist GS-950-12 Paralegal Specialist GS203-7 HR Assistant
3	Services Group	1	GS-201-11 HR Specialist GS-203-7/8 HR Assistant
4	TDB	3	GS-201-12/13 HR Specialist – 1 only
	EDS		GS-201-12/13 HR Specialist – 1 only
	TDB/EDS		GS-203 and GS-301 positions below GS-11 – 1 only
5	PMBAB	1	GS-201-11/13 HR Specialist GS-301-9 Personnel Payroll Specialist GS-203-7 HR Assistant
6	ES	5 to reach target	GS-201-7/13 HR Specialist – 1 only
	C&OS		GS-201-12/13 HR Specialist – 1 only
	DOB		GS-201-11/13 HR Specialist – 1 only
	FOB		GS-201-9/13 HR Specialist – 1 only
	ES/C&OS/DOB/FOB		Assistants and Clerks – 2
7	ELRB	if needed to reach target	GS-201-13 HR Specialist (Labor Relations) – 1 only
	ELRS		GS-201-7/13 HR Spec. (Employee/Labor Rel.) – 1 only
	ELRB		GS 201-11/13 HR Specialist not involved in litigation or workplace violence – 1 only
	ELRS		GS-203-6/8 HR Assistant – 1 only

Note: HRD supervisors, nurses, and secretaries are **not** eligible for VSIP/VERA.

VSIP Selection Priority for Headquarters and Field Offices (Continued)

Deputy Administrator for Management - BUD			
Reduction Target - 3			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Adm. & Prog. Support Staff - KC	2	GS-560-12/13 Budget Analyst
2	AEB – County Budget & WM Section	1	GS-343-13 Management Analyst

Deputy Administrator for Management - ITSD			
Reduction Target – 45 (Includes a maximum of 25 to be backfilled)			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	Kansas City	22	All GS-2210 positions except ITSPEC (DATAMGMT) and all ITSD supervisors
	St. Louis	6	
2	WDC	1	All GS-343 positions
	Kansas City	2	
3	Kansas City	7 to reach target	All remaining GS-300 positions
4	Kansas City	6 to reach target	ITSPEC (DATAMGMT)

Note: Positions shown on the Incidental Transfer Agreement as being transferred to FAS are **excluded** from buyout eligibility.

VSIP Selection Priority for Headquarters and Field Offices (Continued)

Deputy Administrator for Management – FMD and KCFO			
Reduction Target - 14			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	FMD-WDC	2	GS-901-13 Claims Program Specialist
2	FMD-WDC	2	GS-343-11/13 Management Analyst
3	KCFO - KC	1	GS-303-4 Clerk
4	KCFO - KC	3	GS-503-5 Accounts Data Technician
5	KCFO - KC	3	GS-540-6/7 Voucher Examiner
6	KCFO – St. Louis	4	GS-525-7/8 Accounting Technician
7	KCFO - KC	any to reach target	GS-525-7 Accounting Technician
8	KCFO - KC	any to reach target	GS-998-7 Claims Assistant
9	KCFO - KC	any to reach target	GS-501-9 Program Specialist
10	KCFO - KC	any to reach target	GS-501-9 Fiscal Specialist
11	KCFO - KC	any to reach target	GS-501-9/11 Financial Specialist
12	KCFO – St. Louis	any to reach target	GS-501-9/11 Financial Specialist

Note: Positions shown on the Incidental Transfer Agreement as being transferred to FAS are **excluded** from buyout eligibility.

Deputy Administrator for Management - KCAO			
Reduction Target - 2			
Priority	Organization	Maximum To Be Approved	Eligible Positions
1	KCAO	2 to reach target	GS-342-13 Support Services Supervisor GS-301-13 Supervisory Management Support Specialist

VSIP Selection Priority for State and County Offices

This exhibit provides a list of positions eligible to apply for VSIP/VERA. The positions are listed by organization and location. Each organization and location has a reduction target maximum number of VSIP/VERA that will be offered. Offers will be made in order of the greatest length of service (as determined by employees' service computation date for leave) within each priority grouping starting with priority 1 until the target number is reached for that organization/location.

Note: This means that if sufficient numbers apply for VSIP in the first priority groups, the positions in the lower groups will not receive any offers.

Alabama			
Reduction Target – 16 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Limestone County	2	permanent PT's
2	Lawrence County	2	permanent PT's
3	Colbert County	2	permanent PT's
4	Cherokee County	1	permanent PT's
5	Marengo County	1	permanent PT's
6	Crenshaw County	1	permanent PT's
7	Dallas County	1	permanent PT's
8	Covington County	1	permanent PT's
9	Houston County	1	permanent PT's
10	Pike County	1	permanent PT's
11	Clarke County	1	permanent PT's
12	Perry County	1	permanent PT's
13	Talledega County	1	permanent PT's
14	Barbour County	1	permanent PT's
15	Russell County	1	permanent PT's
16	Henry County	1	permanent PT's
17	Chilton County	1	permanent PT's
	Hale County	1	
	Lamar County	1	
	Pickens County	1	
	Tallapoosa/Coosa	1	
18	Greene/Sumter	1	CED's
	Hale County	1	
	Lee/Chambers	1	
	Russell/Macon	1	
19	Macon County	1	permanent PT's
20	Madison County	1	permanent PT's
21	Lee County	1	permanent PT's
22	Tuscaloosa County	1	permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Alabama (Continued)			
Reduction Target – 16 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
23	Jackson County	1	permanent PT's
24	Coffee County	1	permanent PT's
25	Dale County	1	permanent PT's
26	Randolph County	1	permanent PT's
27	Escambia County	1	permanent PT's
28	Pickens County	1	permanent PT's
29	Calhoun County	1	permanent PT's
30	Lamar County	1	permanent PT's
31	Statewide	any to reach target	permanent PT's
32	Statewide	any to reach target	CED's

Alaska			
Reduction Target – 1 GS; 1 CO as needed			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	State Office	1	GS-1145, Agricultural Program Spec.
2	State Office	1 if needed to reach target	GS-1101, District Director
Alternate plan if 1 GS application is not received			
1	Palmer County	1 to reach target	CED
2	Fairbanks County	1 to reach target	CED
3	Delta County	1 to reach target	CED
4	Homer County	1 to reach target	CED
5	Statewide	as needed to reach target	all permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Arizona			
Reduction Target – 1 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	all County Offices	1	all permanent CO employees

Arkansas			
Reduction Target – 15 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Jackson County	2	all permanent CO employees
2	Randolph County	2	all permanent CO employees
3	Poinsett County	2	all permanent CO employees
4	Prairie County	2	all permanent CO employees
5	Cross County	2	all permanent CO employees
6	Mississippi County	2	all permanent CO employees
7	Clay County	2	all permanent CO employees
8	Crittenden County	2	all permanent CO employees
9	Jefferson County	2	all permanent CO employees
10	St. Francis County	2	all permanent CO employees
11	Lonoke County	2	all permanent CO employees
12	Pope County	2 to reach target	all permanent CO employees
13	Logan County	2 to reach target	all permanent CO employees
14	Searcy County	2 to reach target	all permanent CO employees
15	Sharp County	2 to reach target	all permanent CO employees
16	Craighead County	2 to reach target	all permanent CO employees
17	Boone County	2 to reach target	all permanent CO employees
18	Bradley County	2 to reach target	all permanent CO employees
19	Desha County	2 to reach target	all permanent CO employees
20	Van Buren County	2 to reach target	all permanent CO employees
21	Ouachita County	2 to reach target	all permanent CO employees
22	Madison County	2 to reach target	all permanent CO employees
23	Woodruff County	2 to reach target	all permanent CO employees
24	Lawrence County	2 to reach target	all permanent CO employees
25	Little River County	2 to reach target	all permanent CO employees
26	Howard County	2 to reach target	all permanent CO employees
27	Hot Spring County	2 to reach target	all permanent CO employees
28	Lafayette County	2 to reach target	all permanent CO employees

VSIP Selection Priority for State and County Offices (Continued)

Colorado			
Reduction Target – 1 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Statewide	1	DD's
2	State Office	1 as needed to reach target	All State Office GS-303 positions

Connecticut			
Reduction Target – 1 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Litchfield/Fairfield	1	all permanent PT's

Georgia			
Reduction Target – 26 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Atkinson-Ware; Bleckley-Pulaski; Calhoun-Dougherty; Evans-Tattnall; Floyd-Walker; Lowndes-Lanier; Macon-Houston; Miller-Seminole; Pierce-Brantley; Telfair-Wheeler; Walton-Hall; Washington-Johnson	2 per SM operation	all permanent CO employees
2	Terrell County	1	all permanent CO PT's
3	Worth County	1	all permanent CO PT's
4	Gordon County	1	all permanent CO PT's
5	Early County	1	all permanent CO PT's
6	Decatur County	1	all permanent CO PT's
7	Burke County	1	all permanent CO PT's
8	Jackson County	1	all permanent CO PT's
9	Bulloch County	1	all permanent CO PT's
10	Coffee County	1 to reach target	all permanent CO PT's
11	Randolph County	1 to reach target	all permanent CO PT's
12	Colquitt County	1 to reach target	all permanent CO PT's
13	Dodge County	1 to reach target	all permanent CO PT's

VSIP Selection Priority for State and County Offices (Continued)

Georgia (Continued)			
Reduction Target – 26 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
14	Tift County	1 to reach target	all permanent CO PT's
15	Dooly County	1 to reach target	all permanent CO PT's
16	McDuffie County	1 to reach target	all permanent CO PT's
17	Montgomery County	1 to reach target	all permanent CO PT's
18	Washington County	1 to reach target	all permanent CO PT's
19	Grady County	1 to reach target	all permanent CO PT's
20	Sumter County	1 to reach target	all permanent CO PT's
21	Habersham County	1 to reach target	all permanent CO PT's
22	Elbert County	1 to reach target	all permanent CO PT's
23	Mitchell County	1 to reach target	all permanent CO PT's
24	Emanuel County	1 to reach target	all permanent CO PT's
25	Peach County	1 to reach target	all permanent CO PT's
26	Webster County	1 to reach target	all permanent CO PT's
27	Laurens County	1 to reach target	all permanent CO PT's
28	Terrell County	1 to reach target	CED
29	Worth County	1 to reach target	CED
30	Gordon County	1 to reach target	CED
31	Early County	1 to reach target	CED
32	Decatur County	1 to reach target	CED
33	Burke County	1 to reach target	CED
34	Jackson County	1 to reach target	CED
35	Bulloch County	1 to reach target	CED
36	Coffee County	1 to reach target	CED
37	Randolph County	1 to reach target	CED
38	Colquitt County	1 to reach target	CED
39	Dodge County	1 to reach target	CED
40	Tift County	1 to reach target	CED
41	Dooly County	1 to reach target	CED
42	McDuffie County	1 to reach target	CED
43	Montgomery County	1 to reach target	CED
44	Washington County	1 to reach target	CED
45	Grady County	1 to reach target	CED
46	Sumter County	1 to reach target	CED
47	Habersham County	1 to reach target	CED

VSIP Selection Priority for State and County Offices (Continued)

Georgia (Continued)			
Reduction Target – 26 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
48	Elbert County	1 to reach target	CED
49	Mitchell County	1 to reach target	CED
50	Emanuel County	1 to reach target	CED
51	Peach County	1 to reach target	CED
52	Webster County	1 to reach target	CED
53	Laurens County	1 to reach target	CED

Idaho			
Reduction Target – 1 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Kootenai County	1	all permanent PT's
2	Fremont County	1 to reach target	all permanent PT's
3	Payette County	1 to reach target	all permanent PT's
4	Owyhee County	1 to reach target	all permanent PT's
5	Twin Falls County	1 to reach target	all permanent PT's
6	Power County	1 to reach target	all permanent PT's
7	Cassia County	1 to reach target	all permanent PT's
8	Ada County	1 to reach target	all permanent PT's
9	Elmore County	1 to reach target	all permanent PT's
10	Canyon County	1 to reach target	all permanent PT's
11	Lewis County	1 to reach target	all permanent PT's
12	Jerome County	1 to reach target	all permanent PT's
13	Minidoka County	1 to reach target	all permanent PT's
14	Caribou County	1 to reach target	all permanent PT's
15	Bingham County	1 to reach target	all permanent PT's
16	Madison County	1 to reach target	all permanent PT's
17	Lincoln/Blaine County Washington/Adams	1 to reach target	all permanent PT's
19	Nez Perce County	1 to reach target	all permanent PT's
20	Boundary/Bonner	1 to reach target	all permanent PT's
21	Lemhi/N. Custer	1 to reach target	all permanent PT's
22	Gooding/Camas	1 to reach target	all permanent PT's
23	Bannock County Benewah County	1 to reach target	all permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Idaho (Continued)			
Reduction Target – 1 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
25	Clearwater County	1 to reach target	all permanent PT's
26	Idaho County	1 to reach target	all permanent PT's
27	Bear Lake County	1 to reach target	all permanent PT's
28	Teton County	1 to reach target	all permanent PT's
29	Latah County	1 to reach target	all permanent PT's
30	Gem/Boise/Valley	1 to reach target	all permanent PT's
31	Bonneville County	1 to reach target	all permanent PT's
32	Butte/S. Custer	1 to reach target	all permanent PT's
33	Oneida County	1 to reach target	all permanent PT's
34	Jefferson/Clark	1 to reach target	all permanent PT's
35	Franklin County	1 to reach target	all permanent PT's
Counties in same priority order		as needed	CED's

Indiana			
Reduction Target – 3 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Statewide	3	DD's and FLM's
2	Statewide	as needed to reach target	Farm Loan Officers and Farm Loan PT's
3	Statewide	as needed to reach target	all permanent GS employees

Iowa			
Reduction Target – 7 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	1) Ida County 2) Woodbury County 3) Clarke County	1 per county; maximum of 3	GS-1101-5/6/7, Permanent GS Program Technicians
2	1) Woodbury County 2) Clarke County	1 per county; maximum of 2	GS-1165-7/9/11, Farm Loan Officers
3	1) Grundy County 2) Davis County 3) Adair County 4) Van Buren County	1 per county; maximum of 4 as needed to reach target	GS-1165-12, FLM's

VSIP Selection Priority for State and County Offices (Continued)

Kansas			
Reduction Target – 3 CO; 7 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Brown County	1	permanent CO PT's
2	Rawlins County	1	permanent CO PT's
3	Hamilton County	1	permanent CO PT's
4	Ellsworth County	1 to reach target	permanent CO PT's
5	Wallace County	1 to reach target	permanent CO PT's
6	Cowley County	1 to reach target	permanent CO PT's
7	Barber County	1 to reach target	permanent CO PT's
8	Chase County	1 to reach target	permanent CO PT's
9	Cloud County	1 to reach target	permanent CO PT's
10	Harper County	1 to reach target	permanent CO PT's
11	Montgomery County	1 to reach target	permanent CO PT's
12	Lyon County	1 to reach target	permanent CO PT's
13	Crawford County	1 to reach target	permanent CO PT's
14	Stanton County	1 to reach target	permanent CO PT's
15	Geary County	1 to reach target	permanent CO PT's
16	Logan County	1 to reach target	permanent CO PT's
17	Republic County	1 to reach target	permanent CO PT's
18	Gray County	1 to reach target	permanent CO PT's
19	Seward County	1 to reach target	permanent CO PT's
20	Osborne County	1 to reach target	permanent CO PT's
21	all County Offices	1 per office to reach target	permanent CO PT's
For GS Reductions			
1	State Office	7	State Office District Specialist positions
2	State Office	2	State Office Administrative Division
3	State Office	3	State Office FLP positions
4	State Office	2	County Operations Reviewers
5	Statewide – field	3	GS PT's and FLO's
6	Statewide	any to reach target	all permanent GS employees

VSIP Selection Priority for State and County Offices (Continued)

Kentucky			
Reduction Target – 42 CO; 4 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Anderson, Bath, Boyle, Bracken, Clark, Clinton, Crittenden, Cumberland, Estill, Franklin, Fulton, Garrard, Green, Hancock, Jessamine, Johnson, Knox, Larue, Lee, Meade, Metcalfe, Muhlenberg, Pendleton, Rockcastle, Rowan, Russell, Scott, Trigg, Washington, and Wolfe Counties	any to reach target	all permanent CO employees
2	Adair, Barren, Bourbon, Breathitt, Breckinridge, Butler, Christian, Daviess, Fayette, Fleming, Grant, Hardin, Harrison, Hickman, Jackson, Laurel, Lincoln, Livingston, Madison, Marion, Mason, Mercer, Montgomery, Morgan, Owen, Taylor, Wayne, Whitley, and Woodford Counties	any to reach target	all permanent CO employees
3	Carroll, Carter, Henry, Logan, McLean, Ohio, Pulaski, Shelby, and Todd Counties	any to reach target	all permanent CO employees
4	remaining County Offices	any to reach target	all permanent CO employees
For GS Reductions			
1	State Office	1	DD
2	State Office	1	COR
3	State Office	2	all GS employees
4	Daviess, Fleming, Graves, and Logan Counties	1 per office	FLM
5	Breckinridge, Graves (Fleming if not in 4)	1 per office	all GS employees
6	all farm loan teams	1 per team	all GS employees

VSIP Selection Priority for State and County Offices (Continued)

Louisiana			
Reduction Target – 29 CO; 13 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Jeff Davis Parish	any to reach target	permanent CO PT's and CED's
2	Richland Parish		
3	West Carroll Parish		
4	Morehouse Parish		
5	Acadia Parish		
6	Franklin Parish		
7	Tensas Parish		
8	Madison Parish		
9	Tangipahoa Parish		
10	Catahoula Parish		
11	Ouachita Parish		
12	Vermilion Parish		
13	Calcasieu Parish		
14	West Baton Rouge Parish		
15	Natchitoches Parish		
16	Grant Parish		
17	East Carroll Parish		
18	Pointe Coupee Parish		
19	Remaining County Offices		
For GS Reductions			
1	West Carroll Parish	any to reach target	FLM's, FLO's, and GS PT's
2	Jeff Davis Parish		
3	St. Landry Parish		
4	Acadia Parish		
5	Natchitoches Parish		
6	Tangipahoa Parish		
7	Vermilion Parish		
8	Avoyelles Parish		
9	Catahoula Parish		
10	Concordia Parish		
11	Morehouse Parish		

VSIP Selection Priority for State and County Offices (Continued)

Louisiana (Continued)			
Reduction Target – 29 CO; 13 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For GS Reductions (Continued)			
12	Richland Parish	any to reach target	FLM's, FLO's, and GS PT's
13	Iberia Parish		
14	Madison Parish		
15	Tensas Parish		
16	Caddo Parish		
17	Pointe Coupee Parish		
18	West Baton Rouge Parish		
19	State Office	any to reach target	DD's State Office Program Specialists
20	Statewide Federal	any to reach target	All Federal employees

Maine			
Reduction Target – 2 CO; 1 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Aroostook County	1	CED
2	Penobscot County	1	CED
3	Androscoggin County	1 if needed to reach target	CED
4	Androscoggin County	1 if needed to reach target	all permanent PT's
5	Waldo County	1 if needed to reach target	all permanent PT's
For GS Reduction			
1	Statewide	1	FLO's
2	State Office	1 if needed to reach target	State Office administrative staff
3	Statewide	1 if needed to reach target	FLM's

Maryland			
Reduction Target – 1 GS			
1	STO (not field)	1	GS-12/13, Loan Specialists
2	Somerset County Caroline County	1 to reach target	GS-1101-7, Program Technicians

VSIP Selection Priority for State and County Offices (Continued)

Massachusetts			
Reduction Target – 2 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Berkshire County	1 only	CED
2	Franklin County		
3	Middlesex County		
4	Worcester County		
5	Bristol County		
6	Plymouth County		
7	Hampshire County		
8	Worcester County	1 only	PT's
9	Hampshire County		
10	remaining counties	as needed to reach target	PT's

Michigan			
Reduction Target – 2 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Districts 1 and 2	2 (1 per county)	GS-1101-7, FLP PT's
2	Districts 3, 4, and 5	1 per county to reach target	GS-1101-6/7, FLP PT's

Minnesota			
Reduction Target – 2 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For GS Reductions			
1	Statewide	2	DD's
If fewer than 2 GS applications are received			
2	Clay, Kandiyohi, Lincoln, Kanabec/Pine, Big Stone, Pennington, Lake of the Woods, Benton, Murray, Stearns, Redwood and Lyon Counties	1 per county	all permanent CO PT's and CED's

VSIP Selection Priority for State and County Offices (Continued)

Mississippi			
Reduction Target – 12 CO; 4 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Stone/Harrison County	1	permanent PT's
2	Leflore County	2	permanent PT's
3	Prentiss County	2	permanent PT's
4	Washington County	1	permanent PT's
5	Union County	1	permanent PT's
6	Sunflower County	1	permanent PT's
7	Montgomery County	1	permanent PT's
8	Alcorn/Tishomingo	1	permanent PT's
9	Tippah County	1	permanent PT's
10	Webster County	1	permanent PT's
11	Calhoun County	1	permanent PT's
12	Lowndes County	1	permanent PT's
13	Scott County	1	permanent PT's
14	Coahoma County	1	permanent PT's
15	Grenada County	1	permanent PT's
16	Bolivar County	1	permanent PT's
17	Holmes County	1	permanent PT's
18	Neshoba County	1	permanent PT's
19	Oktibbeha County	1	permanent PT's
20	Adams County	1	permanent PT's
21	Pontotoc County	1	permanent PT's
22	Wayne/Greene County	1	permanent PT's
23	Winston County	1	permanent PT's
24	Marion County	1	permanent PT's
25	Yazoo County	1	permanent PT's
26	Tallahatchie County	1	permanent PT's
27	Covington County	1	permanent PT's
28	Jefferson Davis	1	permanent PT's
29	Panola County	1	permanent PT's
30	counties 1-29 in same priority order	as needed to reach target	CED's
31	Hinds County	1 as needed	permanent PT's
32	Noxubee County	1 as needed	permanent PT's
33	Yalobusha County	1 as needed	permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Mississippi (Continued)			
Reduction Target – 12 CO; 4 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
34	Leake County	1 as needed	permanent PT's
35	Walthall County	1 as needed	permanent PT's
36	Madison County	1 as needed	permanent PT's
37	Stone/Harrison County	1 as needed	permanent PT's
38	Forrest/Perry County	1 as needed	permanent PT's
39	Lincoln/Franklin County	1 as needed	permanent PT's
40	Tate County	1 as needed	permanent PT's
41	Itawamba County	1 as needed	permanent PT's
42	Monroe County	1 as needed	permanent PT's
43	Marshall County	1 as needed	permanent PT's
44	Copiah County	1 as needed	permanent PT's
45	Quitman County	1 as needed	permanent PT's
46	Lawrence County	1 as needed	permanent PT's
47	Jones County	1 as needed	permanent PT's
48	Chickasaw County	1 as needed	permanent PT's
49	Clay County	1 as needed	permanent PT's
50	Choctaw County	1 as needed	permanent PT's
51	Kemper County	1 as needed	permanent PT's
52	Simpson County	1 as needed	permanent PT's
53	George/Jackson	1 as needed	permanent PT's
54	Lamar County	1 as needed	permanent PT's
55	Lee County	1 as needed	permanent PT's
56	Carroll County	1 as needed	permanent PT's
57	Clarke County	1 as needed	permanent PT's
58	Benton County	1 as needed	permanent PT's
59	Lauderdale County	1 as needed	permanent PT's
60	Attala County	1 as needed	permanent PT's
61	Jasper County	1 as needed	permanent PT's
62	Humphreys County	1 as needed	permanent PT's
63	Pearl River/Hancock	1 as needed	permanent PT's
64	Claiborne/Jefferson	1 as needed	permanent PT's
65	Pike County	1 as needed	permanent PT's
66	DeSoto County	1 as needed	permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Mississippi (Continued)			
Reduction Target – 12 CO; 4 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
67	Rankin County	1 as needed	permanent PT's
68	Warren County	1 as needed	permanent PT's
69	Sharkey/Issaquena	1 as needed	permanent PT's
70	Newton County	1 as needed	permanent PT's
71	Lafayette County	1 as needed	permanent PT's
72	Amite/Wilkinson	1 as needed	permanent PT's
73	Smith County	1 as needed	permanent PT's
74	Tunica County	1 as needed	permanent PT's
75	counties 31-74 in same priority order	as needed to reach target	CED's
For GS Reductions (Excludes DD's and State Office Head Specialists)			
1	Statewide	4	State Office employees, including those assigned to the field
2	Statewide	any to reach target	FLM's
3	Statewide	any to reach target	all field level GS employees

Missouri			
Reduction Target – 4 CO			
1	St. Louis County	1	CED
2	Wayne County	1	CED
3	Dallas County	1	CED
4	Wright County	1 to reach target	CED
5	Hickory County	1 to reach target	CED
6	St. Louis County	any to reach target	permanent PT's
7	Wayne County	any to reach target	permanent PT's
8	Dallas County	any to reach target	permanent PT's
9	Wright County	any to reach target	permanent PT's
10	Hickory County	any to reach target	permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Montana			
Reduction Target – 6 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Rosebud/Treasure	1	permanent PT's
2	Hill County	1	permanent PT's
3	Phillips County	1	permanent PT's
4	Golden Valley/Musselshell	1	permanent PT's
5	Gallatin/Park	1	permanent PT's
6	Wheatland/Meagher	1	permanent PT's
7	Glacier County	1 to reach target	permanent PT's
8	Chouteau County	1 to reach target	permanent PT's
9	Fergus County	1 to reach target	permanent PT's
10	Stillwater/Sweetgrass	1 to reach target	permanent PT's
11	Liberty County	1 to reach target	permanent PT's
12	Blaine County	1 to reach target	permanent PT's
13	Sheridan County	1 to reach target	permanent PT's
14	Pondera County	1 to reach target	permanent PT's
15	Daniels County	1 to reach target	permanent PT's
16	Missoula County	1 to reach target	permanent PT's and CED's
17	Powell County	1 to reach target	permanent PT's and CED's
18	Beaverhead County	1 to reach target	permanent PT's and CED's
19	Yellowstone County	1 to reach target	permanent PT's
20	Powder River County	1 to reach target	permanent PT's
21	Toole County	1 to reach target	permanent PT's
22	Carbon County	1 to reach target	permanent PT's
23	Carter County	1 to reach target	permanent PT's
24	Judith Basin County	1 to reach target	permanent PT's
25	Garfield County	1 to reach target	permanent PT's
26	McCone County	1 to reach target	permanent PT's
27	Roosevelt County	1 to reach target	permanent PT's
28	Teton County	1 to reach target	permanent PT's
29	Lake/Sanders County	1 to reach target	permanent PT's
30	Richland County	1 to reach target	permanent PT's
31	Big Horn County	1 to reach target	permanent PT's
32	Dawson County	1 to reach target	permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

Montana (Continued)			
Reduction Target – 6 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
33	Lewis & Clark/ Broadwater	1 to reach target	permanent PT's
34	Valley County	1 to reach target	permanent PT's
35	Fallon County	1 to reach target	permanent PT's
36	Ravalli County	1 to reach target	permanent PT's
37	Flathead County	1 to reach target	permanent PT's
38	Custer County	1 to reach target	permanent PT's
39	Prairie County	1 to reach target	permanent PT's
40	Cascade County	1 to reach target	permanent PT's
41	Wibaux County	1 to reach target	permanent PT's
42	Jefferson County	1 to reach target	permanent PT's
43	all counties	1 per office to reach target	CED's

Nebraska			
Reduction Target – 6 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Dawson, Dundy, Franklin, Furnas, Greeley, Hall, Nance, Phelps, Polk, Red Willow, Seward, Stanton, Webster and York Counties	1 per office	permanent CO PT's
2	Adams, Buffalo, Butler, Chase, Clay, Colfax, Cuming, Fillmore, Frontier, Garfield, Gosper, Harlan, Hayes, Hitchcock, Howard, Lancaster, Lincoln, Madison, Merrick, Nuckolls, Pierce, Platte, Saline, Saunders, Sherman, Valley and Wayne Counties	1 per office as needed	permanent CO PT's
3	all County Offices	1 per office as needed	permanent CO PT's

VSIP Selection Priority for State and County Offices (Continued)

New Hampshire			
Reduction Target – 1 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Rockingham/Strafford Hillsborough	1	CED's
2	Rockingham/Strafford Hillsborough	as needed to meet target	PT's

New Jersey			
Reduction Target – 1 CO; 1 GS if needed			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Statewide	1	All permanent CO at CO-7 and below
Alternate Plan: If no CO applications are received, offer to GS farm loan positions at GS-11 and below.			

New Mexico			
Reduction Target – 3 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Bernalillo-Sandoval	1	CED
	Valencia-Cibola	1	CED
2	Luna-Grant	1	CED
3	Statewide	any to reach target	CED's

New York			
Reduction Target – 1 CO; 1 GS if needed			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Yates County	1	permanent PT
2	Sullivan County	1 to reach target	permanent PT
3	Oswego County	1 to reach target	permanent PT's
4	Herkimer County	1 to reach target	permanent PT's
If no CO employee applies			
1	State Office	1	COR's
2	Franklin County Courtland County	1 to reach target	GS-1101, Program Technician
3	Ontario County	1 to reach target	Positions on Credit Team

VSIP Selection Priority for State and County Offices (Continued)

North Carolina			
Reduction Target – 19 CO; GS as needed			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Alamance, Ashe, Bertie, Buncombe, Burke, Columbus, Craven, Cumberland, Duplin, Gaston, Greene, Harnett, Henderson, Hoke, Iredell, Johnston, Martin, Nash, Northampton, Pender, Person, Pitt, Robeson, Sampson, Swain, Wake, Warren, Wayne and Wilson Counties	any to reach target	permanent CO PT's
2	all County Offices	any to reach target	permanent CO PT's
3	all County Offices	5 to reach target	CED's
If needed to reach target			
1	State Office	any to reach target	GS-1171, Appraisers STO Program Specialists except FLP Specialists
2	Statewide	1 to reach target	DD's

North Dakota			
Reduction Target – 19 CO; 5 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Eddy, Foster, Griggs, McHenry, Pierce and Steele Counties	2 per county	permanent GS and CO PT's
2	Golden Valley and Oliver Counties	2 per county	permanent GS and CO PT's
3	Bottineau, Grant, Kidder, McLean, Morton, Mountrail, Nelson, Pembina, Ramsey, Towner, Walsh, Ward, and Williams Counties	1 per county	permanent GS and CO PT's
4	remaining County Offices	1 per county	permanent GS and CO PT's

VSIP Selection Priority for State and County Offices (Continued)

Ohio			
Reduction Target – 1 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Districts	any to reach target of 1	DD's

Oklahoma			
Reduction Target – 5 CO; 1 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	CO Offices - Statewide	3	CED's
2	Delaware County Haskell County Pushmataha County Johnston County	4	CO PT's in counties with only 1 CO employee headquartered
3	Atoka, Cherokee, Cimarron, Cotton, Craig, Ellis, Grady, Kingfisher, LeFlore, Major, Mayes, Muskogee, Nowata, Okfuskee, Ottawa, Pawnee, Payne, Wagoner	4 to reach target	CO PT's in overstaffed counties. Maximum of 1 per county.
4	CO Offices - Statewide	(if needed)	CO PT's in any county. Maximum of 1 per county.
For GS Reduction			
1	Statewide	1	DD's
2	State Office	1	State Office Chiefs
3	State Office	1	COR's

VSIP Selection Priority for State and County Offices (Continued)

Oregon			
Reduction Target – 3 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Umatilla County Malheur County Jackson County Wallowa County Yamhill County	3 (1 per office)	CO PT's
2	Lane, (Baker, Coos/Curry, Klamath, Morrow, Polk) (Grant, Union, Washington/Columbia (Crook, Deschutes, Douglas), Linn/Benton/Lincoln, (Clackamas/ Multnomah, Gilliam, Marion), Tillamook/Clatsop, Wasco/Hood River, (Harney, Lake) and Sherman.	any to reach target of 3	CO PT's
3	Tillamook County (CED from 1 person offices)	1 (If needed to reach target)	CED's
4	CO Offices – Statewide	any to reach target of 3	All CED's

South Carolina			
Reduction Target – 2 CO; 2 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Lancaster County	1	CO positions
2	State Office	2	GS employees, excluding FLM's, FLO's, and farm loan PT's in the field
3	County Offices	1ny to reach target of 4 (only 1 per office)	CED's and permanent PT's

VSIP Selection Priority for State and County Offices (Continued)

South Dakota			
Reduction Target – 23 CO; 5 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Minnehaha County	any to reach target	permanent CO Program Technicians
2	Grant County		
3	Kingsbury County		
4	Hand County		
5	Meade County		
6	Brown County		
7	Jones County		
8	Bon Homme County		
9	Mellette/Todd County		
10	Brule/Buffalo County		
11	Corson County		
12	Perkins County		
13	Dewey County		
14	Clay County		
15	Sully County		
16	Fall River/Custer County		
17	Haakon County		
18	Hamlin County		
19	Spink County		
20	Deuel County		
21	Gregory County		
22	Edmunds County		
23	Hughes/Stanley County		
24	Yankton County		
25	Hyde County		
26	Ziebach County		
27	Hutchinson County		
28	Butte/Lawrence County		
29	Brookings County		
30	Day County		
31	Codington County		
32	Marshall County		

VSIP Selection Priority for State and County Offices (Continued)

South Dakota (Continued)					
Reduction Target – 23 CO; 5 GS					
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions		
For CO Reductions					
33	Bennett/Shannon County	any to reach target	permanent CO Program Technicians		
34	Beadle County				
35	Faulk County				
36	Harding County				
37	Jerauld County				
38	Potter County				
39	Douglas County				
40	Campbell County				
41	Miner County				
42	Sanborn County				
43	Davison/Hanson County				
44	Aurora County				
45	McCook County				
46	Walworth County				
47	Union County				
48	Pennington County				
49	Jackson County				
50	Lyman County				
51	Moody County				
52	Charles Mix County				
53	Lincoln County				
54	Roberts County				
55	Lake County				
56	Clark County				
57	Turner County				
58	McPherson County				
59	Tripp County				
County Offices in same priority order					CED's
For GS Reductions					
1	State Office	5	State Office Farm Loan personnel DD's		
2	Statewide Federal	any to reach target of 5	FLM's FLO's		
3	Statewide Federal	any to reach target of 5	All Federal employees		

VSIP Selection Priority for State and County Offices (Continued)

Tennessee			
Reduction Target – 27 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Montgomery County	2	CED's and permanent CO PT's
2	Hawkins/Hancock	2	
3	Greene County	2	
4	Robertson/Davidson	1	
5	Obion County	1	
6	Dyer County	1	
7	Monroe/Blount	1	
8	Shelby County	1	
9	Gibson County	1	
10	Henry County	1	
11	Tipton County	1	
12	Claiborne/Union	1	
13	Roane/Loudon	1	
14	Washington/Unicoi	2	
15	Stewart/Houston	1	
16	Macon County	1	
17	Fentress County	1	
18	Rhea County	1	
19	Smith County	1	
20	Dickson County	1	
21	Bedford/Moore	1	
22	Sevier County	1	
23	Hardeman County	1	
24	Sullivan County	1	
25	Warren County	1	

VSIP Selection Priority for State and County Offices (Continued)

Tennessee(Continued)			
Reduction Target – 26 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
26	Benton County	1	CED's and permanent CO PT's
27	White/Van Buren	1	
28	Carter County	1	
29	Trousdale County	1	
30	Coffee/Grundy	1	
31	Jefferson County	1	
32	Jackson/Clay	1	
33	Hardin County	1	
34	DeKalb County	1	
35	Williamson County	1	
36	Cheatham County	1	
37	Marshall County	1	
38	Humphreys County	1	
39	Lake County	1	
40	Overton/Pickett	1	
41	Cannon County	1	
42	Marion/Sequatchie	1	
43	Bledsoe County	1	
44	Anderson/Campbell	1	
45	Johnson County	1	
46	Wilson County	1	
47	Putnam County	1	
48	Cumberland County	1	
49	Knox County	1	
50	Rutherford County	1	
51	Hickman/Lewis/Perry	1	
52	Cocke County	1	
53	Morgan/Scott	1	
54	Hamilton County	1	
55	Lincoln County	1	

VSIP Selection Priority for State and County Offices (Continued)

Tennessee (Continued)			
Reduction Target – 26 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
56	Crockett County	1	CED's and permanent CO PT's
57	Maury County	1	
58	Weakley County	1	
59	Giles County	1	
60	Carroll County	1	
61	Madison County	1	
62	Henderson/Decatur	1	
63	Fayette County	1	
64	McNairy/Chester	1	
65	Lauderdale County	1	
66	Haywood County	1	
67	Sumner County	1	
68	McMinn/Meigs	1	
69	Franklin County	1	
70	Hamblen/Grainger	1	
71	Lawrence/Wayne	1	
72	Bradley/Polk	1	

VSIP Selection Priority for State and County Offices (Continued)

Texas			
Reduction Target – 18 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Bailey (1) Cherokee/Anderson/Rusk (3) Childress (1) Comanche (1) Cottle (1) Deaf Smith (1) Dickens/Kent (2) Dimmit (1) Frio (1) Gaines (1) Gillespie/Blanco (1) Grayson (1) Harris (1) Haskell (1) Hood/Parker (1) Jefferson (1) Karnes (1) Kimble/Edwards/Kerr (1) Knox (1) Lampasas (1) Lee (1) Lubbock (1) Lynn (1) Milam (1) Mills (1) Moore/Hutchinson (1) Nueces (1) Ochiltree (1) Palo Pinto (1) Panola/Harrison/Cass (1) Potter/Oldham (1) Reagan/Crockett (1) Refugio (1) Runnels (1) Shackelford/T'morton (1) Sherman (1) Stephens (1) Swisher (1) Taylor (1) Titus/Delta (1) Uvalde (1) Van Zandt/Henderson (PT) (1) Van Zandt (District Compliance Assistant) (1)	maximum offers per county indicated by ()	permanent PT's and District Compliance Assistants

VSIP Selection Priority for State and County Offices (Continued)

Texas (Continued)			
Reduction Target – 18 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
2	Bosque County Burleson County Calhoun County Coke County Dewitt County Frio County Gonzales County Hamilton County Harris County Jefferson County Kleberg County Lampasas County Lee County Midland County Mills County Palo Pinto County Reeves County San Saba County Stephens County Waller County Wood County	any to reach target	CED's

Utah			
Reduction Target – 4 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	Beaver Iron Juab Utah-Wasatch Summit Weber-Davis-Morgan	3	CED's
2	Statewide	any to reach target of 3	CED's
3	Carbon-Emery Weber-Davis-Morgan Summit	1	CO PT's
4	Statewide	any to reach target of 1	CO PT's

VSIP Selection Priority for State and County Offices (Continued)

Vermont			
Reduction Target – 1 CO; 7 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reduction			
1	Type 3 County Offices: Lamoille Windham Caledonia Chittenden	1	CED's
For GS Reductions			
1	Statewide	8 if needed to reach target	all GS positions

VSIP Selection Priority for State and County Offices (Continued)

Virginia			
Reduction Target – 6 CO; 7 GS			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Campbell/Amherst and Appomattox; Culpeper/Rappahannock and Fauquier/Prince William; Louisa/Fluvanna and Goochland; Charlotte and Lunenburg; New Kent/Charles City/Henrico/James City/York(Four Rivers) and Prince George; Rockingham/Page and Shenandoah; Russell/Dickerson/Wise and Tazewell/Buchanan; Washington and Smyth	6	PT's in Shared Management Offices
2	Brunswick	any to reach target	PT's
3	Wythe/Bland		
4	Pittsylvania		
5	Scott		
6	Lee		
7	Statewide	any to reach target	PT's
8	Statewide	any to reach target	CED's
For GS Reductions			
1	Buckingham/ Cumberland County	4	all GS employees
2	State Office	2	all in Farm Programs Division
3	Statewide	1	DD's
4	Statewide (field)	as needed to reach target	GS employees in County Offices
5	State Office	as needed to reach target	GS employees

VSIP Selection Priority for State and County Offices (Continued)

West Virginia			
Reduction Target – 13 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
For CO Reductions			
1	Statewide	13	All CO employees
Alternate Plan: Flex CO to GS as needed			
1	Districts	any to reach target of 13	DD's
2	Statewide	any to reach target of 13	FLM's

Wisconsin			
Reduction Target – 4 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	County Offices overstaffed by .5 or more based on workload: Lafayette, Trempealeau, Barron, Iowa, Vernon, Oconto, Green and Portage Counties	1 per county to reach target of 4	CO PT
2	Statewide	any to reach target of 4	CO PT's
3	Statewide	any to reach target of 4	CED's

Wyoming			
Reduction Target – 5 CO			
Priority	Organization/Location	Maximum To Be Approved	Eligible Positions
1	CO Offices Statewide	1 per office to reach target	CO PT's
2	CO Offices Statewide	1 per office if needed to reach target	CED's