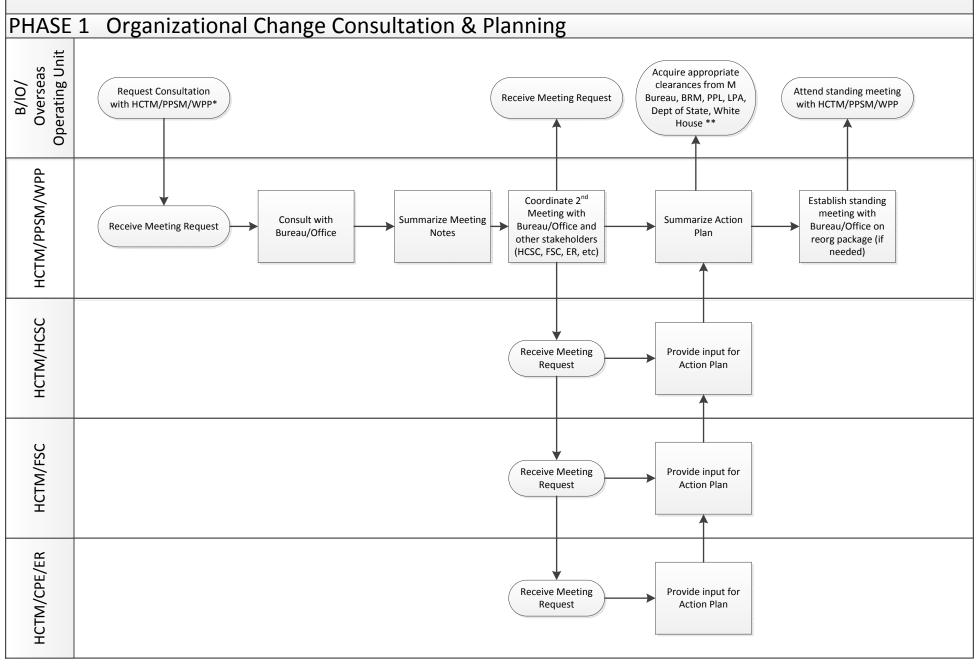
ORGANIZATIONAL CHANGE PROCESS



^{*}WPP will recommend that the initiating B/IO/OOU representatives consult with ELR, who will coordinate with the Unions, if needed, to discuss the organizational change. This is considered to be pre-decisional involvement.

^{**}Refer to ADS-102 for further information

ORGANIZATIONAL CHANGE PROCESS PHASE 2 Approval/Clearance Process Start Process Send Proposed Package To HCTM/PPSM/WPP If YES HCTM/PPSM/WPP If NO Send Courtesy Copy to Receive Proposed Send Package to Send proposed Package Receive CHCO and/or Review Package Issue? Receive Clearance Ready for Phase III Package HCTM/ELR and OCRD Classification, Staffing, through HCTM clearance Adminstator Final from ELR and OCRD Implementation Phase if applicable FSC, and ER + CHCO for Approval Approval Receive Courtesy Copy of Final Package HCTM/ER Receive Courtesy Copy of Final Package Receive Courtesy Copy of Final Package Receive Proposed Send clearance to ELR receives clearance ELR Sends package to Unions HCTM/PPSM/WPP Package from Union AFGE ± 10 work days to review ±2 day for ELR to AFSA ± 7 calendar days to review transmit Send Written Approval Receive Proposed OCRD Review Package to HCTM/PPSM/WPP Package OCRD ± 5 business days to review USAID/W packages Send Reorganizations ** Receive HCTM Send final approved Receive proposed Send approved package for Approval/Clearance to Administrator package to WPP for package package HCTM/PPSM/WPP** Administrator for Final approved implementation If YES package Administator Receive CHCO If NO Send Approved approved package Send approved package Issue? package to HCTM/PPSM/WPP** for review CHCO If YES **For specific reorganization types refer to

ADS 102.3.2 a.i.

