

**Tioga-Hammond Cowanesque Lakes Project
Succession Plan**

Position	Retirement Plan	Comments: Eligible to Retire, Etc.	Potential Impacts or Risks	Way Forward
WG-4749-11, Maintenance Mechanic, Head Dam Operator	FERS	2015	Loss of leadership, mission continuity; loss of institutional knowledge & expertise.	As an overhire, advertise the position in Jan 2015, cross train with current Head Operator until their retirement & then convert overhire to Head Dam Operator. Recruitment - \$5,000; PCS - \$25,000.
WS-4749-10, Maintenance Mechanic Supervisor, Chief of O&M Team	FERS	2020	Loss of institutional knowledge & some expertise.	In Jan 2020, determine if retirement is a go. Upon this determination, begin recruitment and selection process prior to individual's retirement date, as a temp overhire. Recruit internally and externally. Recruitment Costs - \$5,000; PCS - \$25,000.
GS-0025-11, Natural Resources Specialist, Park Ranger	FERS	2033	No indications of retirement plans. Loss of leadership, mission continuity; loss of institutional knowledge & expertise; loss of key role in Environmental Compliance & Stewardship.	Develop an overhire SCEP position in fall 2033 to utilize in back filling a GS-9 vacancy. Recruitment Costs - \$5,000; PCS - \$25,000; Potentially a Recruitment Bonus - \$5,000-25,000 or Student Loan Repayment Program.

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GS-0401-13, Supervisory Natural Resources Program Manager, Operations Project Manager	CSRS	July 2018	No indications of retirement plans. Loss of leadership, mission continuity; loss of institutional knowledge & expertise.	Start in 2018 to hire behind her in an overhire position to train behind her. Begin recruiting within the Corps in 2017. Recruitment Costs - \$5,000; PCS - \$25,000; Recruitment Bonus- \$5,000-25,000; Training - \$12,000.
WG-5401-09, Sewer & Water Treatment Plant Operator	FERS	2036	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 90 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$5,000 to 10,000.
WG 4749-05, Maintenance Worker	FERS	Oct-12	Loss of leadership, mission capability, continuity and execution.	Start Recruitment process following a the position being vacated. Provide at least one temporary detail, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.
WG-4749-10, Maintenance Mechanic, Asst. Dam Operator	FERS	2037	Loss of leadership, mission capability and continuity.	Start Recruitment process in Sep 2036; conduct at least one temp detail into the vacant position during recruitment process, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.

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WG 4749-10, Maintenance Mechanic, Levee Operators	FERS	2022	Loss of leadership, mission capability, continuity and execution.	Start Recruitment process Dec 2021 or before; conduct at least one temp detail into the vacant position during the recruitment process, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.
WG 4749-11, Maintenance Mechanic, Head Dam Operator (Cowanesque)	FERS	2028	Loss of leadership, mission capability, continuity and execution.	As an overhire, advertise the position in Jan 2028, cross train with Head Operator until his retirement & then convert overhire to Head Dam Operator. Recruitment - \$5,000; PCS - \$25,000.
WG 4749-10, Maintenance Worker, Assistant Dam Operator (Cowanesque)	FERS	2020	Loss of leadership, mission capability, continuity and execution.	Start Recruitment process following potential movement of employee to a different position within the Project, District or Corps. Provide at least one temporary detail, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.
WG 4749-07, Maintenance Worker	FERS	2015	Loss of leadership, mission capability, continuity and execution.	Start Recruitment process following potential movement of employee to a different position within the Project, District or Corps. Provide at least one temporary detail, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.

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WG 4749-05, Maintenance Worker	FERS	2044	Loss of leadership, mission capability, continuity and execution.	Start Recruitment process immediately following the position being vacated. Provide at least one temporary detail, NTE 90 days. Recruitment Costs - \$5,000; PCS - \$25,000.
WG-5408-08, Sewer Plant Operator	FERS	2022	Loss of mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 90 day detail. Recruitment Cost - \$5,000.
WG-5401-09, Sewer & Water Treatment Plant Operator	FERS	2015	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 90 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$5,000 to 10,000.
GS-0025-09, Park Ranger	FERS	2031	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated & advertise as a 0401 series Park Ranger. Utilize as a cross training opportunity with a minimum 90 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$5,000 to 10,000.

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GS-0025-12, Supervisory Park Ranger	FERS	2014	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment as an overhire 6 months from actual from retirement or immediately upon announcement of vacating position, advertise as a 0401 series Supervisory Natural Resources Specialist, Chief Park Ranger. Utilize the overhire as a cross training/knowledge exchange. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$10,000 to \$25,000.
GS-0401-07, Natural Resources Park Ranger	FERS	2042	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated & advertise as a 0401 series Park Ranger. Use SCEP Program potentially. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$5,000-\$10,000.
GS-0401-09, Natural Resources Park Ranger	FERS	2016	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated & advertise as a 0401 series Supervisory Park Ranger. Utilize as a cross training opportunity with a minimum 120 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000; Hiring Bonus - \$5,000-\$10,000.

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GS-0303-07, Office Assistant	FERS	2018	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 120 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000.
GS-0303-06, Office Assistant	FERS	2024	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 120 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000.
GS-0303-05, Office Assistant	FERS	2042	Loss of leadership, mission capability, continuity, execution & institutional knowledge.	Start Recruitment process immediately following the position being vacated. Utilize as a cross training opportunity with a minimum 120 day detail. Recruitment Cost - \$5,000; PCS Cost - \$25,000.