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To: David C. Childs A-76comments/OMB/EOP@EOP

cc:

Subject: Comments to Proposed Revision of OMB Circular A-76

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# Manchester<sup>®</sup>

December 19, 2002

BY E-MAIL

Mr. David C. Childs  
Office of Federal Procurement Policy  
Office of Management and Budget  
725 17<sup>th</sup> Street, N.W.  
New Executive Office Building  
Room 9013  
Washington, DC 20503

Subject: Comments on the Proposed Revision to Office of Management and Budget Circular No. A-76, "Performance of Commercial Activities"

Dear Mr. Childs:

Thank you for the opportunity to comment on the proposed revision to OMB Circular No. A-76, "Performance of Commercial Activities." By way of background, Manchester, Inc. is part of the MPS Group, a \$1.5 billion company that is traded on the New York Stock Exchange. Manchester is a global provider of Human Capital Management Solutions and has been providing outplacement services to Government agencies and Fortune 1000 companies for over 20 years. Manchester's Human Capital Solutions include Career Transition Management, Intelligent Hiring, Executive Coaching, and Performance Management. Manchester has learned that by linking Intelligent Hiring and Career Transition Management technologies, displaced employees can be efficiently transitioned from positions that have been eliminated to other job vacancies that align with their skills and competencies.

Technology advancements have allowed the development of online solutions for transitioning employees from jobs that have been eliminated into career enhancing positions that efficiently link organizational needs to employee qualifications. Because a critical element in a successful public-private competition is to provide for smooth federal employee transitions, Manchester recommends that



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the revised OMB Circular A-76 include a requirement that federal agencies incorporate, to the maximum extent possible, information technology (IT) innovations that will promote speedier and smoother transitions for those federal employees who, as a result of an A-76 competition, must find employment in a different sector. Moreover,

The ultimate success of Circular A-76 to deliver results for the taxpayer requires that appropriate mechanisms be in place to ensure selected public or private sources make good on their promises. Based on its years of experience in employee transition management, Manchester offers the following comments and private sector "best practices" that we believe will help the Circular achieve that end.

#### **COMMENTS ON PROPOSED REVISIONS TO OMB CIRCULAR A-76**

1. Page B-3 Paragraph B. 3 a. Add the following as the last sentence.

##### **Proposed Change.**

The HRA shall, to the maximum extent practicable, incorporate use of technology solutions, such as commercially available automation software, to effectively link and facilitate the transition of employees from the incumbent organization to their selection and placement in their new positions.

##### **Basis for Change.**

The transition of personnel from the incumbent organization needs to be effectively managed to ensure continuity of mission throughout the privatization process. Displaced workers should be offered career transition services that are designed to minimize the trauma caused by the privatization of functions and their future employment status. Commercially available automation technologies should be incorporated to assist the HRA by assessing and linking the affected workers' qualifications and matching them with new job requirements. This could be accomplished by establishing a shared data base. Employees qualified for positions in the new organization will be provided first right of refusal options. Affected

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employees that do not find employment in the new organization should be provided automated placement assistance, following the rules of CFR Part 330, Career Transition Assistance, and other applicable public employment principles. Using automated software, affected employees would be screened for job matches by linking the employee's qualifications to available job vacancies through USAJobs. In essence, this is an automated sourcing and selection system that electronically links candidate qualifications to existing vacancies, and once identified, forwards the resumes of qualified candidates directly to the hiring managers.

2. Add new provision to Page B-5, Under C. Standard Competition Procedures, Paragraph C. 1. b. (8).

### **Proposed Change.**

(8) Personnel Considerations. Add the following language at the end of the provision:

Government employees of the incumbent organization with Veteran status will be accorded Veterans' Preference when competing for placement selection in the new contract or public reimbursement performance organizations.

### **Basis for Change.**

As written, the Circular fails to address the loss to transitioning federal employees of Government employment opportunities that confer Veterans' Preference. Personnel currently in the incumbent organization who have Veteran status should be accorded their earned Veterans' Preference when they compete with other non-preference eligible affected employees under the "first right of refusal" provisions. Consistent with standard federal government hiring practices, the OMB Circular A-19 revision should likewise reflect this preference.

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3. Page B-19, Under D. Special Considerations, Paragraph D. 1. Add the following to the paragraph after the fourth sentence of D. 1.

**Proposed Change.**

The list shall provide a detailed assessment of the skill qualifications each employee possesses as called for by public employment principles of merit and fitness set forth in 5 U.S.C. §§ 2301(b), 2108, and 5 CFR Part 211.

**Basis for Change.**

In order to effectively and fairly manage the placement of affected employees, there must be a full accounting of their skills and qualifications, using standard employment principles called for in the referenced laws. The information derived will form the basis for effectively placing them in other valid government vacancies.

4. Add to Page C-5, Under F. Personnel Considerations as the last sentence.

**Proposed Change.**

Government employees of the incumbent organization with Veteran status will be afforded Veterans' Preference when competing for placement selection in the new Contract, Inter-service Support Agreement or Letter of Obligation organization.

**Basis for Change.**

As written, the Circular fails to address a substantial loss of Government employment opportunities that confer Veterans' Preference. Personnel currently in the incumbent organization who have Veteran status should be accorded their earned Veterans' Preference benefits when they compete with other non-preference eligible affected employees under the "first right of refusal" provisions. Consistent with standard federal government hiring practices, the OMB Circular revision should likewise reflect this preference.

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5. Add to Page D-2, Under E. Personnel Considerations, as the new second sentence.

**Proposed Change.**

Government employees of the incumbent organization with Veteran status will be accorded Veterans' Preference when competing for placement selection in the new Contract or Inter-service Support Agreement organization.

**Basis for Change.**

As written, the Circular fails to protect what will become a substantial loss of Government employment opportunities that confer Veterans' Preference. Personnel who are currently in the incumbent organization who have Veteran status should be accorded their earned Veterans' Preference when they compete with other non-preference eligible affected employees under the "first right of refusal" provisions.

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We appreciate the opportunity to comment on this important matter. Please do not hesitate to contact me to discuss our comments.

Sincerely,

/s/ Cecelia A. Evans by Leigh A. Bradley

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