

Employees



Matthew P. Amato
Principal Director, Human
Resources, Administration and
Human Capital

The most critical asset of the OTS in accomplishing its mission is the excellence of its workforce. OTS employees represent the strength of the agency. They play a fundamental role in ensuring that thrift industry continues to meet America's financial services needs.

As a premier financial regulator, the OTS is committed to continually exploring methods and opportunities for maintaining a highly skilled, diverse, motivated, productive and strategically deployed workforce.

Human Capital

The OTS recruits and retains a diverse workforce with outstanding abilities in the strategic competencies vital to its mission. At the end of FY 2008, the OTS had 1,070 employees, including 607 examiners possessing mission-critical expertise, skills and talent. Like other federal agencies, the OTS has an aging workforce. Within the next five years, nearly 48 percent of OTS employees in mission critical positions will be eligible to retire. To prepare for these potential retirements, the OTS established a recruitment and training program for entry-level examiners. The agency developed relationships with colleges and universities nationwide, successfully competing for top talent in fiscal 2008.

In all, the OTS hired 123 employees during the year. That included 64 employees in examination-related occupations: 49 entry-level, assistant examiners and 15 experienced

examiners. Recruitment efforts covered 21 colleges and universities, four special emphasis career fairs and one career fair for military veterans.

Sustaining a high-performing workforce by recognizing and rewarding the talents of OTS employees is also crucial to the agency's success. The OTS implemented a new performance management program in FY 2008 to require accountability for results, motivate employees to excel and ensure fairness in the workplace. The goal of the program is to instill in employees the feeling that the work they do is relevant, fulfilling and vital to the success of the OTS in accomplishing its mission.

Compensation and Benefits

The OTS offers a compensation package to its staff that includes unique agency benefits in addition to the government-wide programs provided through the Office of Personnel Management. In FY 2008, the OTS increased its subsidy for employee-paid federal health benefits and increased the employer match for its private 401(k) thrift plan. The agency also continued to provide employees with a contribution toward their OTS Flexible Spending Accounts (FSA) and enhanced the FSA program by offering participating employees a debit card to claim covered expenses. The OTS also continued to offer a free private group life insurance benefit for all employees. To keep its



Avelino L. Rodriguez
Principal Director, Human
Resources, Programs and Services



compensation program competitive, the OTS continually analyzes the best compensation practices, and reviews and enhances its program.

Professional Development

The OTS promotes a culture of knowledge-sharing and a climate of openness, continuous learning and improvement. We ensure that training programs align with the agency's strategic priorities and promote the agency's critical competencies.

OTS training and development in fiscal 2008 largely focused on preparing entry-level examiners to become accredited thrift regulators. The OTS has brought more than 150 new bank examiners on board since 2006. To achieve full accreditation and gain the required expertise in safety and soundness and consumer compliance, new examiners are participating in a multi-year program to train in the classroom and on-the-job.

OTS also provides opportunities and support for experienced employees to build on their existing skills and learn new ones. OTS's blend of regulatory and non-regulatory training helps employees keep their skills up-to-date and relevant to industry needs. The OTS continually assesses its development needs to ensure that training and developmental opportunities are integrated and targeted to meet agency needs.

Facilities, Security and Emergency Management

The OTS made significant upgrades to its facilities in FY 2008 to improve security and energy-efficiency. Major

improvements to the headquarters building's electrical plant, heating-and-cooling controls and exterior weather sealing increased the energy-efficiency of the property. Significant investments in the security infrastructure included a new electronic security system with electronic turnstiles, card readers and smart cards. The agency also upgraded and increased closed-circuit television coverage; established visitor screening using a magnetometer, X-ray machine and Web-based visitor management system; performed X-ray screening of all deliveries to the loading dock; installed vehicle barriers on garage ramps; and procured a portable explosives detector to screen suspicious packages and mail.

The OTS made several improvements to ensure uninterrupted service to its regulated institutions, the public and employees in the event of an emergency. The agency finalized its Emergency Relocation Site Activation Plan, identified and trained members of the Continuity of Operations Plan (COOP) team and prepared, stocked and tested its Emergency Relocation Site. The agency successfully tested the emergency plan with all COOP team members. Also during the fiscal year, the OTS procured and brought online a high-speed emergency communications system to notify OTS employees and contractors of emergencies. The OTS purchased escape hoods for biological, chemical, or radiological events and issued them to OTS employees nationwide. Finally, the agency developed a new Occupant Emergency Plan, Shelter-in-Place Plan and Emergency Response Handbook, and issued them to members of the headquarters staff ■

