

Employees

OTS employees are the agency's primary resources for meeting strategic objectives. Sustaining and developing these employees requires competitive compensation, strategic and innovative training, and a supportive work environment. OTS strives to maintain a workforce that is professional in regulating the thrift industry and is informed and responsive in dealing with the public.

Recruitment

Recruitment is a high priority for the agency. Under Director Reich, OTS has put a premium on building its workforce. OTS added more than 120 new employees during FY 2007 alone. These staff additions included 72 new employees in the mission critical occupation of examiner — 48 at the entry level. In light of the agency's aging workforce, bringing on board new examiners and other employees is critical to the vitality of OTS.

OTS officials participated in 23 job fairs at colleges and universities during the year, seeking college graduates with degrees in finance, accounting, economics, or business to become entry-level examiners. OTS also participated in eight diversity career fairs to attract a diverse and talented pool of workers for mid-level examiner positions and examination-related specialty fields.

Compensation, Benefits and Recognition

OTS officials realize that achieving strategic goals depends on attracting and retaining a motivated and skilled workforce. OTS offers its staff a compensation package that includes unique agency benefits in addition to the government-wide programs provided through the Office of Personnel Management. In FY 2007, OTS subsidized the employee-paid federal health benefit premium, provided employees with contributions toward their flexible spending accounts and offered free private group life insurance.

To demonstrate appreciation for employee achievements and career service milestones, OTS initiated a Length of Service program to recognize employees who exemplify success through consistency and steadfastness through the years. OTS also celebrates employees who exhibit exceptional skills and abilities in their performance as they advance the agency's goals and objectives. The Director's Award for Excellence is presented to selected employees for their outstanding service during the year.

Headquarters Employees





Training

To bring new entry-level examiners into the examination workforce, OTS operates a wide-ranging training program that includes classroom instruction and on-the-job training.

With the hiring of so many new Assistant Examiners in fiscal years 2006 and 2007, OTS held a New Thrift Regulator School in August 2006 and plans to conduct a session for the FY 2007 new employees in November 2007. OTS continues professional development for new examiners by offering classes in compliance, loan analysis and real estate appraisal review. These courses make up the initial set of core training programs for new examiners.

To achieve full accreditation, examiners must undergo training, pass proficiency tests and receive on-the-job instruction to gain expertise about safety and soundness and compliance. They must also serve as Examiner-In-Charge during at least two comprehensive examinations before gaining accreditation.

To cultivate the next generation of agency leaders, OTS offers courses on management and leadership for senior-level employees.

Security and Emergency Management

In 2007, OTS increased its commitment to security and emergency preparedness by establishing a Security and Emergency Management office. OTS hired experts to review OTS plans, implement new practices for employees and create a more robust security program to counter existing and emerging threats. OTS is developing an emergency preparedness program to include an Employee Emergency Handbook, Occupant Emergency Plan and Emergency Site Relocation Activation Plan.

During the fiscal year, OTS analyzed its Continuity of Operations Plan (COOP) and developed recommendations for improving COOP readiness. The agency also strengthened its relationship with Treasury's Office of Emergency Preparedness for support during a crisis. OTS participated in the annual Treasury Communication Test of secured and unsecured communications using e-mail, telephones and facsimile devices.

These improvements allow for OTS to continue uninterrupted service to its regulated institutions and employees in the event of a disaster ■